THE JOINT STAFF
WASHINGTON, D.C. 20318-8000

JROCM 224-08
18 November 2008

JOINT REQUIREMENTS
OVERSIGHT COUNCIL

MEMORANDUM FOR: Distribution List

Subject: Defense Integrated Military Human Resources System Milestone C Operational Requirements Document

1. The Joint Requirements Oversight Council (JROC) reviewed and validated the Defense Integrated Military Human Resources System (DIMHRS) Milestone C Operational Requirements Document (MS C ORD) and validated the attached key performance parameters.

2. The approval authority for non-key performance parameter changes remains with the Office of the Under Secretary of Defense for Personnel and Readiness (USD P&R). The DIMHRS governance structure consisting of the Defense Business Systems Management Council (DBSMC), chaired by the Deputy Secretary of Defense, and its subordinate chartered O-8 Steering Committee will oversee DIMHRS development. The enclosure outlines DBSMC membership, the initial minimum Key Performance Parameters, and the resource constraints placed on this program.

3. As initial KPPs identified in the MS C ORD are achieved, the DIMHRS O-8 Steering Committee has the authority to approve moving beyond the initial KPPs using programmed funding to make enhanced performance possible.

4. The DIMHRS Program Office is committed to fielding DIMHRS (Pers/Pay) capability that can match or improve the personnel and pay functional capabilities resident in current Service systems. The Services will be afforded the opportunity through a Service assessment to identify functionality gaps between existing systems and the DIMHRS application. While current KPPs do not address all Service specific requirements, incremental delivery of DIMHRS will continue to address additional capabilities as approved by the DIMHRS O-8 Steering Committee.

5. DIMHRS is currently scheduled to deploy to the Army on March 1, 2009 and to the Air Force on October 1, 2009. The Navy and Marine Corps are scheduled to conduct Service assessments to detail legacy interface requirements and functionality gaps during FY2009-10. The Navy is scheduled to deploy DIMHRS by 2011 and the Marine Corps by 2012.

6. Should the DIMHRS program office encounter costs exceeding 10 percent of the approved acquisition program baseline or 25 percent of the original program baseline (Program Acquisition Unit Cost/Average Procurement Unit Cost), they shall return to the JROC prior to reprogramming or budgeting additional funding into the program.

JAMES E. CARTWRIGHT
General, United States Marine Corps
Vice Chairman
of the Joint Chiefs of Staff

Enclosure

Copy to:
Commander, US Central Command
Commander, US European Command
Commander, US Joint Forces Command
Commander, US Northern Command
Commander, US Pacific Command
Commander, US Southern Command
Commander, US Special Operations Command
Commander, US Strategic Command
Commander, US Transportation Command
Commander, US Africa Command
Vice Chief of Staff, US Army
Vice Chief of Naval Operations
Vice Chief of Staff, US Air Force
Assistant Commandant of the Marine Corps

Defense Integrated Military Human Resources System
Operational Requirement Document
Key Performance Parameters

1. The Defense Business Systems Management Council (DBSMC), chaired by the Deputy Secretary of Defense, and its subordinate chartered O-8 Steering Committee, will oversee DIMHRS development. The O-8 Steering Committee is chaired by the Defense Business System Acquisition Executive (DBSAE). Membership includes representation from JCS, Army, Navy, Air Force, OUSD (P&R), DFAS, DISA, and Associate Advisory Members (as required).

2. The DIMHRS O-8 Steering Committee has the authority to approve moving beyond the initial KPPs using programmed funding to make enhanced performance possible:

Key Performance Parameter	**Threshold and Objective**
Personnel and Pay Data Changes	Threshold: 98% of the time
Transaction Storage	Threshold: DIMHRS (Pers/Pay) shall transmit 50% of the queued transactions within the first 12 hours of the required interface(s) being restored; with the remainder being transmitted within 24 hours.
Data Accuracy	Threshold: 99.9% of data accepted will be accurate
Single Data Entry	Threshold: 2% of transactions require recollection
Online Query	Threshold: 98% of data retrieved via a single query
Standard Data	Threshold: 95% of data elements are standard
Cross-Service/ Component Support	Threshold: 98% of transactions process correctly
Net-Ready: The system must support Net-Centric military operations. The system must be able to enter and be managed in the network, and exchange data in a	Threshold: The system must fully support execution of joint critical operational activities identified in the applicable joint and system integrated architectures and the system must satisfy the technical requirements for transition to Net-Centric military operations to include: 1) DISR mandated GIG IT standards and profiles identified in the TV-1, 2) DISR mandated GIG KIPs identified in the KIP declaration table,

Defense Integrated Military Human Resources System
Operational Requirement Document
Key Performance Parameters

secure manner to enhance mission effectiveness. The system must continuously provide survivable, interoperable, secure, and operationally effective information exchanges to enable a Net-Centric military capability.	3) NCOW RM Enterprise Services 4) Information assurance requirements including availability, integrity, authentication, confidentiality, and non-repudiation, and issuance of an Interim Approval to Operate (IATO) by the Designated Approval Authority (DAA), and 5) Operationally effective information exchanges; and mission critical performance and information assurance attributes, data correctness, data availability, and consistent data processing specified in the applicable joint and system integrated architecture views.

3. DIMHRS will operate on Service-provided hardware systems. The system life cycle costs for hardware refresh, system enhancements, and integration are currently projected at $112.7M over the program life cycle.

4. Funding for DIMHRS application and system software development and integration is currently projected at $969.0M over the program life cycle.

Enclosure

Program Affordability

DIMHRS Program Funding									
EPMO Costs									
(TY$M)	Sunk Cost	FY09	FY10	FY11	FY12	FY13	FY14	FY15	Total FY10-15
RDT&E									
Funding Profile	579.3	37.4	0.0	5.1	5.5	5.6	5.8	5.9	27.9
Current Requirement	579.3	110.8	46.0	17.7	5.5	5.6	5.8	5.9	86.5
RDT&E Delta	0.0	-73.4	-46.0	-12.6	0.0	0.0	0.0	0.0	-58.6
Procurement									
Funding Profile	9.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Current Requirement	9.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Procurement Delta	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
O&M (Invest Phas.)									
Funding Profile	160.6	26.0	43.5	43.6	60.4	61.1	61.6	61.6	331 8
Current Requirement	160.6	26.0	67.5	64.1	69.4	70.3	71.1	71.1	413.5
O&M Delta	0.0	0 0	-24 0	-20 5	-9.0	-9 2	-9.5	9.5	-81.7
Total									
Funding Profile	749.8	63.4	43.5	48.7	65.9	66.7	67.4	67.5	359.7
Current Requirement	749.8	136.8	113.5	81.8	74.9	75.9	76.9	77.0	500.0
Total Program Delta	0.0	-73.4	-70.0	-33.1	-9.0	-9.2	-9.5	-9.5	-140.3

Defense Integrated Military Human Resources System
ACAT I AM
Performance Attribute Cost Drivers
Rough Order of Magnitude

Key Performance Parameter	Threshold and Objective	ROM Cost Percentage
Personnel and Pay Data Changes	Threshold: 98% of the time	See Note 1
Transaction Storage	Threshold: DIMHRS (Pers/Pay) shall transmit 50% of the queued transactions within the first 12 hours of the required interface(s) being restored; with the remainder being transmitted within 24 hours.	See Note 1
Data Accuracy	Threshold: 99.9% of data accepted will be accurate	See Note 1
Single Data Entry	Threshold: 2% of transactions require recollection	See Note 1
Online Query	Threshold: 98% of data retrieved via a single query	See Note 1
Standard Data	Threshold: 95% of data elements are standard	See Note 1
Cross-Service/ Component Support	Threshold: 98% of transactions process correctly	See Note 1
Net-Ready: The system must support Net-Centric military operations. The system must be able to enter and be managed in the network, and exchange data in	Threshold: The system must fully support execution of joint critical operational activities identified in the applicable joint and system integrated architectures and the system must satisfy the technical requirements for transition to Net-Centric military operations to include: 1) DISR mandated GIG IT standards and profiles identified in the TV-1, 2) DISR mandated GIG KIPs identified	See Note 1

a secure manner to enhance mission effectiveness. The system must continuously provide survivable, interoperable, secure, and operationally effective information exchanges to enable a Net-Centric military capability.	in the KIP declaration table, 3) NCOW RM Enterprise Services 4) Information assurance requirements including availability, integrity, authentication, confidentiality, and non-repudiation, and issuance of an Interim Approval to Operate (IATO) by the Designated Approval Authority (DAA), and 5) Operationally effective information exchanges; and mission critical performance and information assurance attributes, data correctness, data availability, and consistent data processing specified in the applicable joint and system integrated architecture views.	

Note 1: The Top Cost Drivers identified by the program office each apply to the cost of achieving the DIMHRS KPPs. These cost drivers are: Developer Maintenance (28.4% of program cost), D&I Development (22.2%), DISA (13.6%), SETA (12.3%), and PeopleSoft (8.6%). Due to the wide variety of software and hardware capabilities required to achieve each of the KPPs, it is not possible to establish a singular cost per function estimate for each one. Additionally, DIMHRS is being developed on a Commercial-off-the-Shelf (COTS) platform and a strategy to adopt functional capability as provided by the application rather than build.

Defense Integrated Military Human Resources System (Personnel and Pay) (ACAT IAM)

Operational Requirements Document

Prepared in Support of MS C

June 19, 2008

Validated by JROC 18 November 2008

REVISION HISTORY

REVISION	DATE	CHANGE AUTHORIZATION	RESPONSIBLE INDIVIDUAL
Integration of accepted comments	28 May 99	N. St. Claire Director, JR&IO	
Revision of Appendices A and B in response to Service and Joint Staff comments. Moved operational parameters to a separate section (4.4) to allow better distinction between operational and system parameters.	30 July 99	N. St. Claire Director, JR&IO	
Revision of subsection 4.2.1.5 to incorporate Navy comments as a result of JROC Flag Review.	9 September 99	N. St. Claire Director, JR&IO	
Revision of subsection 7.1 to incorporate Army IOC phrasing.	04 January 2000	N. St. Claire Director, JR&IO	
Incorporation of organization and operational concept into Section 1.	19 January 2000	N. St. Claire Director, JR&IO	
Reconfiguration and revision for CJCSI 3170.01 compliance (See mapping following)	16 November 2000	N. St. Claire Director, JR&IO	
JIG Level Review	19 January 2001	N. St. Claire Director, JR&IO	
Integrated comments for submission to JROC for MS B review	31 January 2001	N. St. Claire Director, JR&IO	
Integrated O6 Review Comments	11 April 2001	N. St. Claire Director, JR&IO	
Integrated Flag Review Comments	20 June 2001	N. St. Claire Director, JR&IO	
Added Crosswalk to JFCOM IDM CRD	22 June 2001	N. St. Claire Director, JR&IO	
Submitted to JROC	02 July 2001	N. St. Claire Director, JR&IO	

REVISION	DATE	CHANGE AUTHORIZATION	RESPONSIBLE INDIVIDUAL
Revision of MS B for submission to the Services for Draft MS C Review	30 October 2003	N. St. Claire Director, JR&IO	
Integrated Service Comments from Services Review (Round 1)	09 February 2004	N. St. Claire Director, JR&IO	
Integrated Service Comments from Services Review (Round 2)	31 March 2004	N. St. Claire Director, JR&IO	
Revision of Section 7 to update migrating strategy	03 June 2004	N. St. Claire Director, JR&IO	
Submitted to JROC	15 June 2004	N. St. Claire Director, JR&IO	
Revision to Appendix H to add DFAS systems to be subsumed	18 June 2004	N. St. Claire Director, JR&IO	
Corrected version submitted to JROC to include Appendix H revision	18 June 2004	N. St. Claire Director, JR&IO	
Revision to Appendix F to reflect March 2004 Baseline	07 August 2004	N. St. Claire Director, JR&IO	
Revision to MS C ORD 1.1 to incorporate 0-6 comments	October 2004	N. St. Claire Directory, JR&IO	
Added clarifying statement to paragraph 2 of section 5.4.1	October 19, 2004	N. St. Claire Directory, JR&IO	
Updated Appendix G to delete systems identified in Appendix H	October 20, 2004	N. St. Claire Directory, JR&IO	
Updated Appendix G to reflect additional comments received by the Navy	October 20, 2004	N. St. Claire Directory, JR&IO	
Updated Appendix H to delete OERS-E System	October 29, 2004	N. St. Claire Directory, JR&IO	
Revision to MS C ORD to incorporate flag level comments.	November 2004	N. St. Claire Directory, JR&IO	
Updated Section 5.3.8, Appendix A and Appendix F	February 2005	N. St. Claire Directory, JR&IO	

REVISION	DATE	CHANGE AUTHORIZATION	RESPONSIBLE INDIVIDUAL
Updated Appendices A, B, F, G, and H. Made clerical changes throughout the body of the document.	March 27, 2007	N. St. Claire OUSD P&R IM	
Updated Section 4.1.8 - Net-Ready KPP, Section 4.4.3, Section 8.4, and Appendix F.	July 12, 2007	N. St. Claire OUSD P&R IM	
Updated based on Service and Joint Staff comments preparatory to JCB review.	May 19, 2008	N. St. Claire OUSD P&R IM	
Updated Executive Summary (pg. ES-4), Section 3.1, Section 4.5.2, and Appendix H.	June 19, 2008	N. St. Claire OUSD P&R IM	
Approved by JROC on July 31, 2008. JROC Memorandum signed November 18, 2008.	November 20, 2008	N. St. Claire OUSD P&R IM	

RELEASE AUTHORIZATION

Author: _____ Date_____

Quality Assurance: _____ Date _____

Internal Release Authority: _____ Date _____

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Executive Summary

The Operational Requirements Document (ORD) for the Defense Integrated Military Human Resources System (Personnel and Pay) (DIMHRS (Pers/Pay)) is offered as a practical and useful tool to those managers responsible for defining system capabilities needed to satisfy the DIMHRS (Pers/Pay) mission need. The Mission Need Statement (MNS), dated February 24, 1998, specifically outlines the mission of DIMHRS (Pers/Pay). The MNS lists the following five major problem areas that will be resolved:

- Combatant Commanders (COCOMS) do not have access to accurate or timely data on personnel needed to assess operational capabilities.
- Office of the Secretary of Defense (OSD) and joint managers and other users of data are hindered by the lack of standard data definitions and cannot make necessary comparisons across Services.
- Reservists who are called up are sometimes “lost” in the system; impacting their pay, their credit for service, and their benefits.
- Active personnel (and reservists) are not tracked into and within the theater.
- Linkages between the personnel and pay functions differ among the Services resulting in multiple data entry, complex system maintenance, reconciliation workload, and pay discrepancies.

This ORD presents the background that has led to the need for the development of a software application that operates in a Common Operating Environment (COE) using common data defined by common business practices where practical. DIMHRS (Pers/Pay) will provide personnel and pay support throughout the life cycle of a Service member's career. This means that it will provide this support across the full operational spectrum -- peacetime and war, through mobilization and demobilization, deployment and redeployment, in theaters of operation and at home bases, capturing and maintaining accurate and timely data. In order to provide this support, it will necessarily collect data on every aspect of the Service member's career. It will retain and maintain that data in a single, comprehensive record of service that will be available to the Service member. The data and information will also be available (through interfaces and/or direct access) to the Service Personnel Chiefs, COCOMS, military personnel and pay managers, and authorized users in OSD and other Federal Agencies.

The DIMHRS (Pers/Pay) will provide a new capability for validating eligibility and calculating pay. DIMHRS (Pers/Pay) will calculate pay and pay will be disbursed by the Defense Finance and Accounting Service (DFAS) accounting and disbursing systems. Since DIMHRS (Pers/Pay) will support pay management as well as personnel management, representatives from DFAS and the Service finance organizations as well as representatives from the personnel community participated in the process of documenting detailed requirements for DIMHRS (Pers/Pay).

The overall goal for DIMHRS (Pers/Pay) is to provide a fully integrated military personnel and pay capability for all Components of the Military Services of the Department of Defense (DoD) with an initial operating capability by March, 2009. DIMHRS at IOC will be operational in the

Army only, may not include all Air Force, and will not include all Navy or Marine Corps service-specific requirements. The program's major objective is to enhance mission support to the war fighter and Service Departments by eliminating or reducing data collection burdens, solving operational problems, conserving resources, improving delivery of services, and enhancing readiness. A high priority of DIMHRS (Pers/Pay) is to provide timely, accurate, and easily understood functional information for the Service members, commanders in the field, and Service headquarters. The system should be a knowledge-based system that incorporates policy rules to ensure the user is not required to make policy determinations. An overarching goal of DIMHRS (Pers/Pay), due to new operational mission requirements, will be to support all Service information on individuals for joint and multi-service units. The commanders of these units should have the ability to access personnel information on all members assigned to their units regardless of Service. The system must be robust enough to meet changing operational concepts and requirements to the individual (vice unit) level for mobilization, activation, contingency operations, assignment actions, etc. Military personnel processes have been analyzed to ensure that DIMHRS (Pers/Pay) addresses major deficiencies in the delivery of military personnel and pay services. The deficiencies identified are the direct result of the inability of myriad current systems with multiple, complex interfaces to fully support current business process requirements. These deficiencies continue to impact operations and the overall quality of service provided to Service members, and must be corrected to ensure that they receive timely and accurate personnel and pay support to include: correct pay, accurate credit for service, and appropriate benefits.

The high-level requirements have been validated through business process reengineering, involving all Services and Components, for the full scope of the military personnel life cycle. Business process reengineering will produce changes to both policy requirements and processes within the personnel and pay functional arena. The military personnel policy experts in OSD, the Joint Staff and the Military Service Departments will review policy changes for personnel policy implications and validation. DIMHRS (Pers/Pay) will support the Title 10, Title 32, and Title 37, United States Code (USC), responsibilities and requirements of the individual Military Service Departments.

Shortcomings in the legacy systems can be summarized as follows:

- Personnel and Pay Inefficiencies. The lack of integration between personnel and pay functions and processes which provide data to the DFAS for pay computation and disbursement causes delays and errors in pay (both underpayments and overpayments), the need for data reconciliation and correction, losses due to overpayments, and costs to recoup overpayments. On average, the Defense Joint Military Pay System (DJMS) input error range is between five and fifteen percent, depending on the proficiency of field site personnel. This error range includes both accuracy and timeliness of submissions. Late inputs create customer service delays and increase the need for complex retroactive computations and debt processing.
- Inability to Track Active, Guard, and Reserve Status Changes. Guardsmen and Reservists who are called up are sometimes "lost" in the system with consequent risks to their pay, their credit for service, and their benefits.

- Lack of a Single, Comprehensive Personnel and Pay Record of Service. Fragmentary documentation of military service across Components causes Service members difficulty in ensuring that they receive full credit for all service performed and places them at risk of losing benefits to which they are entitled.
- Inconsistent Processes and Data. Because the Services do not collect consistent data, COCOMS and other users in DOD and other Federal agencies must apply different business rules, processes, data and systems to obtain personnel data and perform analyses. The selection and implementation of best practices is inhibited. In addition, inconsistent processes and data prevent a personnel specialist from one component or Service of a joint organization from servicing a member from another component or Service.
- Inability to Track Personnel in Theater. Military personnel (Active, Reserve and Guard), as well as DOD civilians, specified foreign nationals, and contractor personnel are not consistently tracked into, around, or departing the theater of operations. Service members thus have difficulty documenting potential exposures to environmental and other hazards of the theater and the Department cannot respond promptly and effectively to problems such as the illnesses of personnel who served in the Persian Gulf War.
- Redundant Data Capture (automated data entry and forms). Redundant data entry restricts efficiency and accuracy and results in disparities among non-integrated systems.
- Multiple, Redundant Systems Support Personnel and Pay. Modernizing, modifying and maintaining legacy systems may not be cost-effective and may in fact prohibit effective business process reengineering. It is difficult to differentiate fully between the savings expected from the elimination of multiple future starts and the savings expected from the need to maintain only one system. DFAS has documented significant savings from consolidation of financial systems to date. Similarly, the experiences of the Marine Corps in consolidating and integrating their systems suggest the potential for significant savings.
- Lack of Security. None of the Services' systems currently meets the DOD security standards. Government-wide requirements for information assurance and interoperability would be difficult and expensive to satisfy even if adequate numbers of technical personnel were available.

Section 8147 of the Fiscal Year 1999 Defense Appropriations Act mandated the establishment of a defense reform initiative enterprise pilot program for military manpower and personnel information; to include all functions and systems currently included within the scope of DIMHRS (Pers/Pay) and all appropriate systems within the enterprise of personnel, manpower, training, and compensation. To ensure a specific identity for the current initiative it has been titled DIMHRS (Pers/Pay). Future efforts will be initiated for DIMHRS (Manpower) and DIMHRS (Training).

The capabilities required within the DIMHRS (Pers/Pay) are described in Section 4. The Key Performance Parameters (KPP) are called out in sub-section 4.1. Section 4 also describes the process parameters or business rules that specify how the processes shall collect data and enter it into the field systems and, ultimately, the corporate database, as well as the system parameters

that specify how the field systems and corporate database must operate. While the DIMHRS (Pers/Pay) is a software development initiative, the system parameters may address infrastructure requirements to ensure consistency of required capabilities. The DIMHRS (Pers/Pay) design must include the capability for rapid implementation of system changes to support requirements including legislative and policy changes.

Appendix F provides an enterprise-level listing of the military personnel management and pay functionality designated for inclusion in DIMHRS (Pers/Pay). This document previously contained a listing of military personnel and pay systems that DIMHRS was expected to subsume (Appendix H). The information contained in that appendix is now maintained by the Business Transformation Agency (BTA) in the Enterprise Transition Plan (ETP), DIMHRS Migration Strategy documentation. This documentation will be updated as Service analyses are completed. It is important to emphasize that while DIMHRS (Pers/Pay) will provide automated support to the military personnel and pay processes, the system will not impede or alter any of the authorities and responsibilities of the Services under Title 10, 32, or 37 USC.

DIMHRS (Pers/Pay) is a multi-dimensional project that must blend the following perspectives: Mission support to the war fighter and Service Departments that enhances readiness, Personnel and Pay functional requirements and "best business" practices, technical requirements, and costs, into the overall development strategy and deliver a system that optimizes technology and incorporates improved business practices for the Department of Defense.

The DIMHRS (Pers/Pay) ORD was developed in conjunction with the Joint Integration Group (JIG), which included representatives from the Joint Staff (J1), all Services and Components, the DFAS, and the Defense Manpower Data Center (DMDC). When DIMHRS was included under the Business Transformation Agency (BTA) umbrella of systems management, the system came under the review and oversight of the Defense Business Systems Acquisition Executive (DBSAE).

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1 General Description of Operational Capability

1.1 Mission Need Summary

The Mission Need Statement (MNS) for DIMHRS (Pers/Pay) was provided to the Secretaries of the Military Departments for coordination on 6 October 1997. The MNS was approved on February 24, 1998. The Milestone Decision Authority signed the Milestone 0 Acquisition Decision Memorandum on February 27, 1998. A requirement determination analysis (process analysis) was completed and non-materiel alternatives (doctrine, operational concepts, tactics, organization, training and soldiers) were judged to be inadequate. This analysis was discussed in the MNS. The MNS lists the following five major problem areas that will be resolved:

- COCOMS do not have access to accurate or timely data on personnel needed to assess operational capabilities.
- OSD and joint managers and other users of data are hindered by the lack of standard data definitions and cannot make necessary comparisons across Services.
- Reservists who are called up are sometimes "lost" in the system impacting their pay, their credit for service, and their benefits.
- Active personnel (and reservists) are not tracked into and within a theater of operations.
- Linkages between the personnel and pay functions differ among the Services resulting in multiple data entry, complex system maintenance, reconciliation workload, and pay discrepancies.

The MNS, in the same section, also states that a major need is to provide better service to Service members to ensure they receive correct pay, accurate credit for service, and appropriate benefits. This need is valid worldwide for Active, Reserve, Guard, retired, and former military personnel.

In late 1995, the Under Secretary of Defense (USD) (Personnel & Readiness (P&R)), the USD(Comptroller), and the Assistant Secretary of Defense (ASD) (Command, Control, Communications & Intelligence) (C3I)) asked the USD (Acquisition and Technology (A&T)) to establish a Defense Science Board (DSB) Task Force on Military Personnel Information Management to advise the Secretary of Defense on the best strategy to support military personnel and pay functions. The Task Force addressed these issues and published its report in August 1996. The Task Force concluded, "…that the present situation, in which the Services develop and maintain multiple Service-unique military personnel and pay systems, has led to significant functional shortcomings (particularly in the joint arena) and excessive costs for system development and maintenance for the Department of Defense." Their central recommendation was that, "…the Department should move to a single all-Service and all-component, fully integrated personnel and pay system, with common core software…"

- The evolving missions and operations of the Department are creating a wider gap between current system capabilities and the Department's policy and process needs. Existing systems are not responsive enough to fully support the needs of current operations. Similarly, they are not seamless enough to support Active, Reserve and Guard mobilization or multi-component operations. Figure 1-1 depicts major environmental deficiencies in current Military

Personnel/Pay Systems as identified by DIMHRS (Pers/Pay) MNS and expanded upon in this document. The implementation of DIMHRS (Pers/Pay) provides an opportunity to plan, develop, and implement military personnel and payroll modernization with the overall DOD objective of establishing an integrated military personnel and pay system.

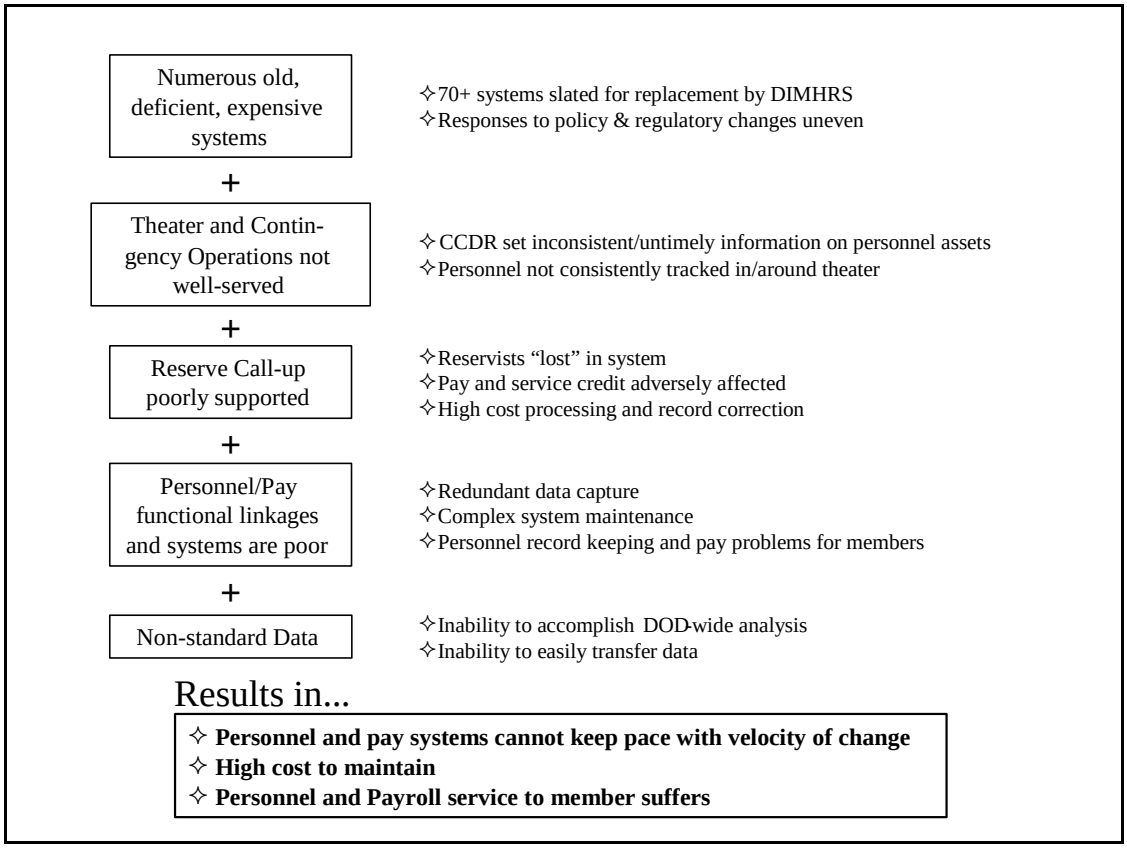

Figure 1-1 Major Environmental Deficiencies

1.2 Mission Area Description

Military personnel and pay functions support Active, Guard, and Reserve personnel (and their families) throughout their entire military careers – through periods of peacetime, mobilization and war – and beyond their military service. These functions comprise the military personnel mission and support the management, planning, administration, training, and programming of resources for military manpower functions as prescribed by federal law as well as DOD and Service directives and regulations. Many of the core military personnel and pay functions are performed in the field and are directly related to readiness, force management, and strength accounting. Office of Management and Budget (OMB) Policy Letter 92-1 defines an inherently governmental function as one involving an exercise of the government's discretionary authority in choosing among courses of action. Virtually all of the underlying military personnel management functional activities meet this definition (e.g., decisions on accessions, rating, rewarding, promoting, mobilizing, assigning, retaining, and separating). It is expected, however, that during reengineering, some administrative activities will be identified that can be evaluated for outsourcing (e.g., management of historical records). Appendix F lists the set of functional

processes that have been identified as within the scope of DIMHRS (Pers/Pay) and those not supported by the DIMHRS (Pers/Pay) program.

Since the advent of data automation, the Military Services have managed their personnel resources with automated systems developed by the individual Services (and sometimes the Components within a Service). The Operational views provided at Appendix G demonstrate the intricacies of the Services' and Defense agencies' personnel and pay functional architecture. While there are some process reasons why the systems differ due to differences in mission, programs, or implementing legislation, most of the differences are the result of different Services developing systems at different times with little interface with or knowledge of other Service systems. Thus, the Department of Defense currently finds itself with a multitude of unique core personnel field level and headquarters systems – many of which support yet other unique systems.

The military personnel Information Management (IM)/Business Process Reengineering (BPR) program was initiated in 1992 to address the above mentioned problems. The central goals of the program are to support the core mission of conducting joint operations by supporting the warfighter; to promote and maintain effective military personnel management; and to ensure that accurate and timely data are available at all levels of management and oversight, including delivery of benefits. The program was initiated with high-level process and data modeling and the development of a strategic plan. The program focused on a wide range of about 70 studies, analyses, data standardization, and BPR efforts across the personnel management spectrum. Several incremental BPR and system design and development efforts were implemented to support specific, targeted areas. Although the IM/BPR program has been highly successful in addressing many issues in military personnel management, it became clear that to resolve the most critical problems highlighted during the Gulf War, the program would have to integrate the Active, Guard, and Reserve data bases; integrate personnel and pay functionality; streamline and improve automated support to the mobilization and deployment processes; and implement standard data that reflected the core requirements of the COCOMS, the Military Departments, OSD, and other Federal agencies.

Section 8147 of the Fiscal Year 1999 Defense Appropriations Act mandated the establishment of a defense reform initiative enterprise pilot program for military manpower and personnel information to include all functions and systems currently included within the scope of DIMHRS and all appropriate systems within the enterprise of personnel, manpower, training, and compensation. To ensure a specific identity for the current initiative it has been titled DIMHRS (Pers/Pay). This initiative is bounded by the functional processes identified in Appendix F.

1.3 Proposed System

To fulfill the needs and overcome the problems outlined above, DIMHRS (Pers/Pay) shall be a standard, single military personnel and pay system. It shall be based on an extensive reengineering of business practices that captures the best of both private and public sectors. DIMHRS (Pers/Pay) will support the set of processes (see Appendix F) that are common to all Services. This system shall collect, store, pass, process, and report personnel and pay data for all Active, Reserve, Guard, retired, and former military personnel. Retired personnel pay computation and disbursement will continue to be accomplished through the Defense Retiree

Annuitant Pay System (DRAS). With development of DIMHRS (Manpower) and DIMHRS (Training), some Service-specific processes in DIMHRS (Pers/Pay) will become part of the expanded system. DIMHRS (Pers/Pay) will support the responsibilities and requirements of the individual Military Service Departments and, in time of war, the Coast Guard. While the Services retain their congressionally mandated Title 10 (Armed Forces), Title 32 (National Guard) and Title 37 (Pay and Allowances of the Uniformed Services) responsibilities, DIMHRS (Pers/Pay) will provide common functionality, common information and data exchange, and associated common database capabilities supplemented by Service specific needs. Common software and databases are the foundation of DIMHRS (Pers/Pay) – they will make DIMHRS (Pers/Pay) operate as a single integrated approach over time. This capability will support multi-component, Service, Joint, and combined task organized forces.

The Services will retain their force structure management command and control function to assure personnel operational readiness. Personnel and pay organizations will use DIMHRS (Pers/Pay) at all echelons of command to support the personnel and pay function. Users will include personnel/pay specialists supporting individuals and units; headquarters formulating personnel and manpower programs, etc.; joint commanders receiving data directly; and members accessing the system for certain purposes. Managers and analysts in OSD, the Joint Staff, and other Federal Agencies will also use data generated and maintained by DIMHRS (Pers/Pay).

A fully integrated military personnel and pay system meets the following criteria: one-time entry of data that automatically triggers all personnel and pay transactions; one set of fully automated edits per function; and, processing that does not require manual reconciliation or intermediate data entry. For the purpose of this document, a transaction is defined as any event that views or updates a Member's record.

As discussed in the Defense Science Board Final Report, from a logical standpoint, each Service shall have a single personnel and pay system with a single logical database. From a technical or physical standpoint, modern technology and modular system development approaches may result in a system with separate (and possibly distributed) modules and/or automatically replicated/synchronized database components. In either case, the user must see a single, fully integrated system, providing combined personnel and pay functionality.

The system shall operate in an environment that takes best advantage of existing and emerging technologies (e.g., web-based solutions, Smartcard and other portable information carriers, public key infrastructure (PKI) devices, card scanners). Consistent with OMB guidance, the Clinger-Cohen Act, and DOD policy, the system shall be based on Commercial-Off-The-Shelf (COTS) software. The specific technical solution will be determined during the design phase of system development. The repository of all the information shall be a single logical database. DIMHRS (Pers/Pay) shall comply with current DOD standards for data and telecommunications. The data standards will be revised to adopt those of the COTS Human Resources Management System (HRMS) product.

DIMHRS (Pers/Pay) deployment provides a "best practices" system across the Defense community. Existing systems are so diverse that Service system modernization may not be able to incorporate superior processes available from the private sector and other public systems. The DIMHRS (Pers/Pay) design shall include the capability for rapid implementation of system

changes to support functional requirements, new legislation, and policy changes. Additionally, economies of scale (and cost efficiencies), possible through upgrading the entire DOD homogeneous process/system at one time, may also be missed. This is particularly true for periodic upgrades. Use of COTS is intended to enable more frequent, cost-efficient upgrades to keep processes and systems current.

OUSD (P&R) Personnel & Readiness Information Management (P&R IM) (formerly named the Joint Requirements and Integration Office (JR&IO)) is the functional sponsor and will ensure DIMHRS fulfills the needs of the Services and Components as the system's requirements are further developed and refined. Military personnel and pay policy experts within OSD, DFAS, the Joint Staff, and Military Service Departments will review/validate policy change requirements. Program Management of the system acquisition is provided by the DIMHRS Enterprise Program Management Office (EPMO) within the Business Transformation Agency (BTA). Since DIMHRS (Pers/Pay) will support pay as well as personnel management, representatives from DFAS and the Service finance organizations as well as representatives from the personnel community participated in the process of documenting detailed requirements for the system. OSD, Joint Staff, and Service Department staffs retain military personnel policy oversight/authority. DIMHRS (Pers/Pay) shall provide the Joint Commander with access to accurate and timely data on the number, characteristics, location, and status of all deployed personnel. The system shall provide decision support capabilities that are predictive in nature, support personnel accounting and strength management, and provide for timely integration of personnel requirements for deployment, sustainment, and replacement operations. Strength accounting and reporting shall be available by unit and location for personnel assets in-transit or scheduled for the combat theater. Reporting and tracking of non-combatants such as family members shall be provided in theater. The system shall provide the capability to generate ad hoc and preformatted reports. Routine personnel and pay transactions for theater personnel shall be conducted smoothly and without interruption (without interruption as can be controlled by the system). A critical priority of DIMHRS (Pers/Pay) shall be timely, accurate, and easily understood functional information for the member, commanders in the field, and Service headquarters. The system should be a knowledge-based system that incorporates policy rules. With the new system, actions such as changes to personnel location, personnel status, and unit assignment updates for a member of any Service or component could be accomplished by a servicing technician from any other Service or component.

The goal of DIMHRS (Pers/Pay) shall be to provide the Military Services and their Components the capability to effectively manage their members across the full operational spectrum -- during peacetime, war, through mobilization and demobilization -- capturing accurate and timely data throughout. DIMHRS (Pers/Pay) shall support all-Service information on individuals for joint and multi-service units. Commanders of all units shall have the ability to access personnel information on all members assigned to their units regardless of Service. DIMHRS (Pers/Pay) shall be robust enough to meet changing operational concepts and requirements to the individual vice unit level for mobilization, activation, contingency operations, assignment actions, etc. The system shall support the full range of personnel life-cycle activities from accessing members, documenting factors required to ensure proper pay and benefits, and tracking service in theater, to separating, retiring, or transferring individuals to other Services or Components. By providing a simplified, one-stop support concept, DIMHRS (Pers/Pay) shall minimize duplicative work for

the individual and technician. It shall also provide Service Headquarters the ability to generate standard and ad hoc reports to manage personnel and pay functions.

DIMHRS (Pers/Pay) shall also enable Service members to better manage their own careers. Members shall have access to their personnel and pay information and be able to change designated personal information such as mailing address, telephone number, etc., without visiting a personnel office. When in transit or during a joint assignment, the member shall be able to obtain needed support (e.g., duty status changes, pay and allowance updates) from a personnel office of any Military Service. Hence, DIMHRS (Pers/Pay) shall enhance the support provided to each Service member and make that support available in a greater number of circumstances and locations.

From a technical perspective, DIMHRS (Pers/Pay) shall be designed to seamlessly integrate into the DOD environment. This includes compliance with existing and evolving standards as specified in the DOD IT Standards Registry (DISR), maximizing efficiency and performance in adverse environments, and seamlessly integrating/interfacing with DOD and external systems. DIMHRS (Pers/Pay) shall also meet DOD security and information assurance guidelines and minimize the potential for unauthorized access to data. The DIMHRS (Pers/Pay) design must include the capability for rapid implementation of system changes to support requirements including legislative and policy changes.

1.4 Missions of the Proposed System

DIMHRS (Pers/Pay) will accomplish the following missions:

- Provide a single, joint personnel asset visibility system supporting the COCOMS with accurate and timely data on personnel needed to track Active, Reserve, and Guard personnel into and within a theater of operations in support of operational requirements.
- Link the personnel and pay functions for all military personnel across all the Services to eliminate duplicate data entry, reduce complex system maintenance, and minimize pay discrepancies.
- Implement a single system with standard data definitions to facilitate management decision processes across the Services and OSD.
- Account for status changes between Active, Reserve, and Guard components to ensure that all service time is accurately reflected to minimize impact on individual pay, credit for service, and other benefits.

1.5 Operations and Support Concepts

The DIMHRS (Pers/Pay) will support current and future Joint operational needs in accordance with Chairman of the Joint Chiefs of Staff (CJCSI) 3010.02B, Joint Operations Concepts Development Process (JOpsC-DP). The system will enable disciplined human resource management – secure, timely, accurate, reliable and responsive information for the warfighting and sustainment base commanders and staff. The system will support human resource unified actions among air, land, sea, space, and special operations as a single virtual system. This system will support the entire operational spectrum from peace through war operations.

The concept of operations for DIMHRS (Pers/Pay) is based on five tenets:

1. Provide military personnel and pay support to the member throughout the member's military life cycle.

   DIMHRS (Pers/Pay) will be the single, authoritative source of data about military personnel throughout their affiliation with the Department of Defense (DOD). This will be based on a single, fully integrated, comprehensive record of information supporting the accession, initial entry training, development, allocation, deployment, sustainment, call or recall to active duty of reservists and retirees, quality of life, and the separation and retirement processes that members encounter in this affiliation. This record will also ensure members receive the benefits to which they are entitled as a result of their affiliation with the DOD.

   DIMHRS (Pers/Pay) will enable the Services to provide controlled and incremental decentralized access to authorized users through Service communication infrastructures. This will enable Service electronic on-line personnel and pay services, such as Army Knowledge On-line and Marine OnLine in an evolutionary manner. The provision of this access will enable the member to manage specified information maintained on the member within the DIMHRS (Pers/Pay). DIMHRS (Pers/Pay) will eventually replace the Service personnel system of record. The personnel and pay organizations will use DIMHRS (Pers/Pay) at all echelons of command to support the personnel and pay function.

2. Support the needs of commanders throughout the operational spectrum.

   DIMHRS (Pers/Pay) will exploit leading edge information technologies necessary to support operational concepts as outlined by CJCSI 3010.02B. It is an element of the foundation necessary to achieve full spectrum dominance, and is essential to the Command, Control, Communications, Computers and Intelligence for the Warrior (C4IFTW) concept. DIMHRS (Pers/Pay) will be the commander's personnel and pay tool to support the individual service member, civilian, and contractor within the commander's area of responsibility. The personnel community will provide the accountability necessary for commanders to adjust their battle plan and tempo on the move. The system will aid in the organization and prosecution of all missions assigned. It will furnish key personnel information to the Global Command & Control System (GCCS) and the Global Combat Support System (GCSS) Family of Systems (FoS) at the strategic and service department level. It will operate seamlessly within the Global Information Grid Enterprise Services (GIG ES) environment. It will support decision support systems that are predictive in nature, require computer based personnel accounting and strength management, and enable timely coordination within weapon system crew requirements for deployment, sustainment, and replacement operations. Identifying the required personnel (i.e., military service member, civilian, or contractor), their status, and organization comprise the minimum basic information requirement.

   Commanders at all levels of command must have personnel accountability of all personnel assets within their area of responsibility. The ability to capture essential data, transform it into usable information and gain information superiority is paramount to the success of maintaining force readiness and winning our Nation's conflicts. DIMHRS (Pers/Pay) supports the ability to achieve this "information on demand" objective. The resulting system will support timely command and control of the Personnel/Pay pipeline, one integrated Personnel/Pay picture, and a closed link between command and control and Personnel/Pay

during the execution of any operation or mission in support of the joint warfighter. DIMHRS (Pers/Pay) supports the most critical peacetime, contingency, sustainment, and war personnel accountability needs of the commander at all echelons of command.

Ultimately, DIMHRS (Pers/Pay) will significantly improve the joint commander's ability to rapidly deploy a force by reducing deployment processing time to minutes rather than hours or days by providing automated tools for the purpose of recording, reporting, and then validating deployment readiness. DIMHRS (Pers/Pay) will routinely aggregate and make available to unit commanders a consolidated status of unit personnel based on information provided by Service personnel and pay support systems (e.g., law enforcement, judicial, medical, dental, chaplain, and finance). In this capacity, DIMHRS (Pers/Pay) will serve as the commander's tool to identify personnel, personnel skills, and associated personnel status and issues for peace and wartime missions. It will also enable the commander to control assets, influence distribution of personnel within theater, and maintain awareness of human resource (HR) issues.

DIMHRS (Pers/Pay) will provide joint interoperability spanning the functional areas of personnel and pay through a fused, integrated environment in support of the warfighter and sustaining base. DIMHRS (Pers/Pay) will be an open-architecture based system with the purpose of enhancing combat effectiveness. It is a requirements driven, warfighter focused initiative that is based on improving mobilization, deployment, employment, re-deployment, sustainment, reconstitution, and regeneration processes and accelerated delivery and presentation of combat decision support information.

DIMHRS (Pers/Pay) will enhance combat effectiveness in support of the joint warfighter through the use of advanced technologies capable of integrating existing and emerging Personnel and Pay information systems to gain efficiency and interoperability. The system will provide "any box, any user, one net, one picture" capability. Warfighter access to critical information must not be limited – the system will ensure that the warfighter has global access to that information.

3. Employ standard business processes, to the maximum extent possible, that generate standard data.

   DIMHRS (Pers/Pay) will provide common functionality, common information and data exchange, and associated common core database across the Department that is supplemented by Service specific needs while the Services retain their congressionally mandated Title 10 (Armed Forces), Title 32 (National Guard) and Title 37 (Pay and Allowances of the Uniformed Services) responsibilities. Common processes, software and databases are the foundation of DIMHRS (Pers/Pay). It will make DIMHRS (Pers/Pay) operate as one single integrated virtual system at Full Operating Capability (FOC).

   The integration of Service personnel and military pay input functions will occur based on business process engineering and DIMHRS (Pers/Pay) support services. The system will support the Services' force structure and military personnel and pay procedures as they move forward from the state outlined in Section 6 of this document.

4. Within the operational architecture, reduce the number of intermediate nodes between source data input and headquarters database management and applications.

The DIMHRS (Pers/Pay) will operate within the framework of the GCSS FoS and GCCS, serving as the HR component of GCSS. DIMHRS (Pers/Pay) will integrate personnel and pay and will provide human resource management support within this framework across all Services to include Active, Guard, and Reserve Component personnel. U.S. DOD civilian employees, non-U.S. DOD civilian employees and contractor support personnel will also be visible in theater through DIHMRS (Pers/Pay) capability. Although the system will provide visibility for civilians in theater, it will not provide pay support; this will continue to be provided via the Defense Civilian Pay System (DCPS).

The DISR will guide information and data interoperability and intraoperability needs and development standards, such as the human-computer interface and C2 interoperability guidelines. In conjunction with the EPMO, each Service and DFAS will define the future HR support architectures (operational, technical, and system) in order to quantify and define their operational and acquisition needs. This will detail all known life cycle interoperability and intraoperability needs.

Integrated Service architecture needs will be incorporated into the DIMHRS (Pers/Pay) solution. Each Service will provide hardware life cycle logistics support. DIMHRS (Pers/Pay) will be the Service's personnel and pay system of record, assure database synchronization, and provide personnel and pay status to the Services. These interoperability links will provide personnel, pay, and mission situational awareness and support the definition of the commander's common operating picture (as defined in the Service's command and control requirements documentation).

DIMHRS (Pers/Pay) will also exchange data with the service digitized records management systems. This will assure regulatory and legal historical personnel history tracking.

5. Provide a flexible environment that will enable maximum use of emerging technologies.

   As the Services develop and refine their force structure for the next century, DIMHRS (Pers/Pay) will provide a system flexible enough to meet any challenges that force structure may present and any business process redesign efforts undertaken. As DIMHRS (Pers/Pay) evolves, the DIMHRS (Pers/Pay) developers shall establish plans to replace major Service personnel systems with a DIMHRS (Pers/Pay) service level module or segment. Services are still required to retain the structure management command and control function to assure operational tempo.

   DIMHRS (Pers/Pay) will incorporate personnel and pay functions that meet or exceed service legacy system capability. The DIMHRS (Pers/Pay) program will provide for personnel service support activity or organization business process redesign and implementation. This will assure the synchronization of modern DIMHRS (Pers/Pay) capabilities with organization structures, business procedures, and computing and communications capabilities, thus DIMHRS (Pers/Pay) will provide the enabling tool to support transformation within the personnel and pay organizations.

The DIMHRS (Pers/Pay) will act as a single integrated virtual system while simultaneously supporting sustainment or split-based operations in peace and war environments. This capability will support multi-component, Service, Joint, and combined task organized forces. DIMHRS (Pers/Pay) will support, where applicable, Service (Active, Guard, and Reserve) unique-specific functionality, databases, and associated standards based on mission need.

1.6 Evolutionary Acquisition

DIMHRS (Pers/Pay) will take an iterative approach to development. It will be developed in a series of deployable increments, each of which will consist of one or more application segments that will be developed separately, and then integrated into DIMHRS (Pers/Pay). An Information Technology (IT) Investment Management Process will provide an integrated approach to managing the DIMHRS investments.

2 Threat

2.1 Threat Overview

The projected threat environment in which DIMHRS will operate includes an established and continually growing number of world wide entities capable of conducting information operations (IO). Some subsets of these most likely have specific tasking against US communications, networks, and computer systems. IO is broken into the following five major capabilities: Computer Network Operations, Psychological Operations (PSYOPs), Military Deception (MD), Electronic Warfare (EW), Physical attack/destruction. These systems face threats that are genuine, worldwide in origin, technically diverse, multifaceted, and growing rapidly. Threats to DIMHRS spans the range of IO threats, including physical threats (i.e. sabotage, espionage, etc.); information collection threats (internal and external) through computer network exploitation; data denial, manipulation threats (using computer network attack tools and techniques to introduce malicious codes or viruses); reactive threats (identification of system capabilities or dependence could increase the possibilities of countermeasures) and operational security threats. Connectivity to telecommunications networks in multiple distributed locations and the incorporation of commercial technologies also hold inherent threat implications for DIMHRS. The rapid development and increasing sophistication in information technologies and the resulting vulnerabilities for all automated information systems are factors that must be considered by DIMHRS. Security precautions, such as physical procedures, rapid patching of identified software vulnerabilities, encryption devices, and software safeguards, will be an integral part of DIMHRS. The Computer Network Operation threats are further broken down into four categories: Compromise-of-information - when an adversary gains access to friendly information either by making an electronic copy of it or by gaining access to the hosting machine and simply reading it; Data Deception or Corruption - when the data contained in a system or being transmitted over a data or sensor link is modified, whether it is intentional or unintentional; Information denial or loss - when access to friendly information is disrupted, which could occur via denial of service, destruction of the bit stream, signal, or database; Physical Destruction or Damage - when the original state of a system's physical components is altered or destroyed such that they no longer function according to their design. The threat is diverse in source, motivation, sophistication, technique, and time. It includes hackers fascinated by technical challenge, foreign governments with military and economic interests, disgruntled employees, and inadvertent software errors. While the threat predominantly affects the operational phase of the system life cycle, it is present throughout system development and sustainability.

International borders do not restrict the potential threats to information systems that heavily leverage commercial communication systems. Similar to other Command, Control, Communications, Computers & Intelligence (C4I) systems, DIMHRS (Pers/Pay) will be vulnerable to both inadvertent and deliberate actions. Specifically, vulnerabilities include deception/corruption, denial/loss of information, physical destruction/damage, and exploitation of system tasking/configuration.

2.2 Threats Unique to Overseas Deployment

The threat potential increases as the system is expanded to include units or organizations deployed to locations throughout the world, especially during conflict or peacekeeping operations where security procedures cannot be supported in the same manner as hardened, fixed sites. For detailed threats to DIMHRS, refer to (U) Information Operations Capstone Threat Assessment, DIA, DI-1577-33-07, 15 Volumes, April 2007, (S//NF//FGI//IMCOM, NOFORN//MR).

3 Shortcomings of Existing Systems and DOD Architecture Framework (DODAF) Architectures

3.1 Legacy System Shortcomings

DIMHRS (Pers/Pay) will subsume the legacy systems included in the BTA ETP DIMHRS Migration Summary, which will be updated as Service analyses are completed. These systems were designed at different times, reside on different hardware platforms, use a variety of in-house and commercial software, and vary widely in their functionality. They are based on Service-unique business practices that manage Service-unique data. Some integrate Active, Guard, and Reserve component members while others do not. Only the Marine Corps system combines personnel and pay functionality within one integrated system that supports Active and Reserve members. Some have been operating for decades on what is now obsolete hardware. All in all, the legacy systems vary greatly in modernity, maintainability, and functionality.

The difficulty in integrating the Services' unique data elements into meaningful information presents problems in monitoring deployments, responding to needs of family members, and implementing personnel and pay policies. Many problems encountered in identifying activated Guard and Reserve members and the lack of connectivity between Active, Guard, and Reserve personnel and pay data systems create both operational and personnel and pay problems that must be resolved manually. Military personnel also have difficulty in demonstrating potential exposures to environmental hazards because systems do not report deployment or movements in theater. As a result, benefits may be delayed or lost. Additionally, with no accurate record of personnel deployments or movements in theater, the long-term effects on operational efficiencies may not be fully understood. Other Federal agencies, such as the Department of Veterans Affairs (DVA) and the Department of Health and Human Services (HHS) rely on DOD to provide information for their analyses and calculations of benefits. Accurate, timely data are not currently available to support their needs.

3.2 Operational and Member Support

From the perspective of the Joint Commander, the operational impact of this hodgepodge of systems is that neither timely nor accurate data on the capabilities and locations of in-theater military personnel is available. For Service and OSD managers and analysts, it is difficult to confirm even the broadest characteristics of the individuals deployed or the mobilized force. The ability to effectively deploy military forces to an operational theater is hindered rather than facilitated by the existing systems.

Many of the existing systems do not provide adequate support to Service members. Pay and benefits are often delayed or inaccurate and personnel records do not always reflect full credit for service. The DOD Senior Financial Management Oversight Council (SFMOC) concluded in April 1994 that pay is a continuous concern. Personnel and pay interfaces lack sufficient internal controls and have increased opportunity for errors (e.g., pay that is not entitled, overpayments, delayed payments, and payments to fictitious persons).

3.3 Shortcoming Summary

Shortcomings in the legacy systems can be summarized as follows:

- Personnel and Pay Inefficiencies. The lack of integration of personnel and pay processes that provide data to DFAS for pay computation and disbursement causes delays and errors in pay (both underpayments and overpayments), the need for data reconciliation and correction, losses due to overpayments and costs to recoup overpayments. On average, the Defense Joint Military Pay System (DJMS) input error range for the month of September 2003 was between five and eight percent, depending on the proficiency of field site personnel. This error range includes both accuracy and timeliness of submissions. Late inputs create customer service delays and increase the need for complex retroactive computations and debt processing. A DFAS study of one Service's input indicates that eight percent of entitlement transactions are transmitted to DFAS more than six months after the event being reported. Service members are impacted by losses or delays in pay and benefits and must go to different places for pay and personnel support, which contributes to the high cost of manning the current process.
- Inability to Track Active, Guard, and Reserve Status Changes. Guardsmen and Reservists who are called up are sometimes "lost" in the system with consequent risks to their pay, their credit for service, and their benefits.
- Lack of a Single, Comprehensive Personnel and Pay Record of Service. Fragmentary documentation of military service across Components causes Service members difficulty ensuring that they receive full credit for all service performed and places them at risk of losing benefits to which they are entitled.
- Inconsistent Processes and Data. Because the Services do not collect consistent data, COCOMS and other users in DOD and other Federal agencies must apply different business rules, processes, data and systems to obtain personnel data and perform analyses. The selection and implementation of best practices is inhibited. In addition, inconsistent processes and data prevent a personnel specialist from one component or Service of a joint organization from servicing a member from another component or Service.
- Inability to Track Personnel in Theater. Military personnel (Active, Reserve and Guard), as well as DOD civilians, specified foreign nationals, and contractor personnel are not consistently tracked into, around, or departing the theater of operations. Service members thus have difficulty documenting potential exposures to environmental and other hazards of the theater and the Department cannot respond promptly and effectively to problems such as the illnesses of personnel who served in the Persian Gulf War.
- Redundant Data Capture (automated data entry and forms). Redundant data entry restricts efficiency and accuracy and results in disparities among non-integrated systems.
- Multiple, Redundant Systems Support Personnel and Pay. Modernizing, modifying and maintaining legacy systems may not be cost-effective and may in fact prohibit effective business process reengineering. It is difficult to differentiate fully between the savings expected from the elimination of multiple future starts and the savings expected from the

need to maintain only one system. DFAS has documented significant savings from consolidation of financial systems to date. Similarly, the experiences of the Marine Corps in consolidating and integrating their systems suggest the potential for significant savings.

- Lack of Security. None of the Services' systems currently meet the new DOD security standards. Government-wide requirements for information assurance and interoperability would be difficult and expensive to satisfy even if adequate numbers of technical personnel were available.

4 Capabilities Required

The functionality required for DIMHRS (Pers/Pay) is defined in Appendix F, which documents the functional baseline for DIMHRS (Pers/Pay). The processes that support these functions will be reengineered, and, combined with solutions to the deficiencies noted above, used in the continuing design and development of DIMHRS (Pers/Pay). Functionality will be identified and added to fully support an integrated military personnel and pay system. As a minimum, DIMHRS (Pers/Pay) shall meet or exceed existing systems' functionality, except where that functionality has been replaced by the reengineering process. The requirements presented in this document address the core capabilities that DIMHRS (Pers/Pay) will provide during the development, initial fielding, and ultimately the full operations of the system. Performance parameters do not extend into interfacing systems. DIMHRS (Pers/Pay) will not reactivate data that is archived by legacy systems prior to its implementation. It will, however, migrate active data from legacy systems as they are replaced. DIMHRS (Pers/Pay) will also provide a capability to query archived data if DIMHRS (Pers/Pay) is replacing the system that contains the query capability. DIMHRS (Pers/Pay) shall be a single standard military personnel and pay system supporting approximately 2.6 million military personnel of all Services and their Components at the Services' personnel support activities. It shall collect, store, pass, process, and report personnel and pay data for these personnel. In addition, DIMHRS (Pers/Pay) shall provide the capability to collect, process, and report appropriate data on DOD-sponsored civilians and designated foreign military personnel deployed to or in a theater of operations as required during specified contingency, wartime and non-combatant evacuation operations. In support of this capacity, the system will interface with the Defense Civilian Personnel Data System (DCPDS). This capability will accommodate up to a 33 percent surge in records maintained. It will maintain personnel information on approximately 3 million retirees and survivor personnel; however, the DRAS will continue to provide pay support to this population. Information requirements will be identified early so that DIMHRS (Pers/Pay) and DRAS can be responsive to any change in interface requirements. DIMHRS (Pers/Pay) will provide the information requirements necessary to support the needs of the Unified Combatant Commanders as established in "CoCom 129 Information Requirements dated 29 November 1999."

The DIMHRS (Pers/Pay) program is a software application development effort. The DIMHRS (Pers/Pay) EPMO is responsible for defining the infrastructure required to support the system. However, for successful operation it is dependent on the Global Information Grid Enterprise Services (GIG ES) compliant infrastructure to be provided by the Services, their Components and DFAS. The system and its internal processes shall meet departmental guidelines for interoperability and information assurance. It shall operate on Non-Developmental Item (NDI) equipment using COTS and Government Off-The-Shelf (GOTS) software to the maximum extent possible. The DIMHRS (Pers/Pay) design shall include the capability for rapid implementation of system changes to support requirements, including legislative and policy changes. It is recognized that transition to a new system always causes some additional burdens to system users and maintainers for training and dual processing. The migration strategy for DIMHRS (Pers/Pay) shall not cause increased workload for any segment of the user community for more than two years in total.

Key Performance Parameters (KPPs) are validated by the Joint Requirements Oversight Council (JROC). The validated KPPs will be included in the Acquisition Program Baseline (APB), which is approved by the Milestone Decision Authority (MDA). KPPs are capabilities or characteristics considered most essential for successful mission accomplishment and are expressed in terms of thresholds and objectives. Failure to meet a KPP threshold can be cause for the concept of system selection to be reevaluated or the program to be reassessed or terminated.

It is envisioned that the Service computer, communications, and electronics (CCE) infrastructure will support the initial operating capability (IOC) processes and communication needs of DIMHRS (Pers/Pay). Each Service has plans to modernize their CCE infrastructure. The initial capability will be fielded on host Service computer hardware and use the Service communications infrastructure. Intraoperability (e.g., inside Service) needs between the DIMHRS (Pers/Pay) IOC and host Service personnel and pay systems will be supported by DIMHRS (Pers/Pay) open systems design standards to ensure Service systems can exchange data and use personnel asset visibility information. DIMHRS (Pers/Pay) interoperability shall provide authorized external systems with the personnel and pay data they require. This capability should provide increased levels of service and accuracy through more robust and timely receipt of information.

DIMHRS (Pers/Pay) will assure timely, accurate, reliable, responsive, and disciplined human resource information superiority and dominance for the warfighting and sustainment base commanders and staff. As a predominantly software system, DIMHRS (Pers/Pay) has the ability to adjust to anticipated changes in force structure, doctrine, and business processes arising from Service specific needs, Congressional mandates, and Joint Operations Concepts. These sources of change will dominate future organizational changes, whereas DIMHRS (Pers/Pay) will provide the enabling tool to support transformation within the personnel and pay organizations. Business process reengineering will produce changes to both policy requirements and processes within the personnel and pay functional arena. To the greatest extent possible, the resulting processes will be common across the Department and be based on standardized data. As each portion of the BPR effort is completed, the business rules defining the performance of each function, process, and activity within DIMHRS (Pers/Pay) will be compared to process and system parameters to ensure that the objective system supports and enables the implementation of the streamlined processes.

It is desired that the DIMHRS (Pers/Pay) system satisfy functional requirements through the use of COTS product functionality with a minimum of customization. The driving factor will be ensuring that DIMHRS (Pers/Pay) functionality, as documented in Appendix F, is attained. However, the use cases identified in Appendix F are intended to document the functional business needs (i.e., "what) the DIMHRS (Pers/Pay) system must satisfy, but are not intended to be used in a literal interpretation of "how" that functionality is to be implemented.

The DIMHRS (Pers/Pay) EPMO has acquired a HRMS product to support the requirements of this ORD. In the event the product cannot meet all of the parameters, the EPMO will provide an analysis of the cost and schedule impact on the program of meeting those parameters where the product is deficient. The functional community (through the O8 Steering Committee and OUSD(P&R)) will evaluate the benefits of achieving the stated performance parameters. Any

changes to the performance and system parameters arising from this product review, ongoing BPR activities, or cost as an independent variable (CAIV) analysis will be subject to review by the Steering Committee to ensure that the functional requirements are still satisfied. Per Chairman of the Joint Chiefs of Staff Instruction (CJCSI) 3170.01D, the JROC will also review this ORD if a recommendation is made to change a Key Performance Parameter at any time during the life of this program. System Performance Parameters (SPP) are those performance parameters validated by the functional community and approved by the Executive Steering Committee for inclusion in the Acquisition Program documentation. SPPs are capabilities or characteristics considered essential for successful mission accomplishment and are expressed in terms of thresholds and objectives. Failure to meet these system parameters or adjustments to the system parameters will be cause for reassessment or reevaluation of the program by the functional community. These issues will be a matter of negotiation between the O8 Steering Committee and the DIMHRS (Pers/Pay) EPMO during each Milestone Phase.

DIMHRS (Pers/Pay) will be knowledge based to reduce task skill complexity and avoid an increase in personnel and pay job skill training requirements. Input and help capabilities, and data integrity edits shall ensure data complies with defined business rules. Processes and systems shall continue to support all current functions unless those functions are eliminated during detailed process reengineering. This means that interfaces to all legacy systems not replaced shall be built and/or maintained.

The following subsections discuss performance parameters. KPPs are presented in subsection 4.1. SPPs are presented in subsection 4.2.

4.1 Key Performance Parameters (KPP)

Key performance parameters are those capabilities or characteristics considered most essential for successful mission accomplishment. The system's key performance parameters are stated in the following subsections.

4.1.1 Personnel and Pay Data Changes

The system shall update personnel and pay data changes (including deployment and unit affiliation data) in the corporate database within 24 hours of input at the source data collection point (12 hours for specified information). [Note: The 'specified information' required is contained in Section 4.2.13 of this document.]

Threshold: 98% of the time/Objective: 100% of the time

4.1.2 Transaction Storage

Whenever DIMHRS (Pers/Pay) external interfaces are inoperable, DIMHRS (Pers/Pay) shall store transactions in a queue for later transmission. DIMHRS (Pers/Pay) shall prioritize stored transactions with the highest priority assigned to Joint Personnel Asset Visibility (JPAV) - related transactions. Whenever DIMHRS (Pers/Pay) external interfaces are restored, DIMHRS (Pers/Pay) shall transmit queued transactions according to highest priority first. Whenever transactions queued for transmission have equal priority, the transaction having the earliest (oldest) time stamp shall be transmitted soonest (first in first out). The system will notify the

operator when transactions are being stored and when transactions automatically begin transmitting.

Threshold: DIMHRS (Pers/Pay) shall transmit 50% of the queued transactions within the first 12 hours of the required interface(s) being restored; with the remainder being transmitted within 24 hours.

Objective: DIMHRS (Pers/Pay) shall transmit 100% of queued transactions within 12 hours of the required interface(s) being restored.

4.1.3 Data Accuracy

DIMHRS (Pers/Pay) will support data accuracy (logical consistency of the data), which is measured by the validity of all information accepted based on defined business rules, using functionally approved standard codes and consistent with data already present.

Threshold: 99.9% of data accepted will be accurate/Objective: 100%

4.1.4 Single Data Entry

Data entry into the fully integrated personnel and pay system across all Active, Guard, and Reserve component personnel and pay functions will be required only once. The volume of transactions that require data recollection will be the measure of success.

Threshold: 2% of transactions require recollection/Objective: 0%

4.1.5 Online Query

All DIMHRS (Pers/Pay) personnel and pay data on personnel still in service (regardless of component or status) or for 24 months after separation or death will be retrievable online based on a single query. All personnel data will be maintained on retirees for 24 months after the retiree's death and will be retrievable online based on a single query.

Threshold: 98% of data retrieved via a single query/Objective: 100%

4.1.6 Standard Data

DIMHRS (Pers/Pay) shall use functionally approved standard pers/pay data elements generated from the set of common personnel processes and business rules across all Service/Components (except those with precisely defined Agency/Service specific pers/pay data elements) as DIMHRS (Pers/Pay) is fully implemented within each Service to ensure data interoperability. These data elements will be registered IAW the DOD Discovery Metadata Registry in the DOD Metadata Repository. Data interoperability is an integral part of the GCSS FoS.

Threshold: 95% of data elements are standard/Objective: 100%

4.1.7 Cross-Service/Component Support

DIMHRS (Pers/Pay) shall allow qualified and authorized personnel to provide members with personnel and pay service support across Service and Component affiliations at FOC. There will be at least two levels of support; one for members of a command, and another for general support.

Threshold: 98% of transactions process correctly/Objective: 99%

4.1.8 Net-Ready

The system must support Net-Centric military operations. The system must be able to enter and be managed in the network, and exchange data in a secure manner to enhance mission effectiveness. The system must continuously provide survivable, interoperable, secure, and operationally effective information exchanges to enable a Net-Centric military capability.

Threshold: The system must fully support execution of joint critical operational activities identified in the applicable joint and system integrated architectures and the system must satisfy the technical requirements for transition to Net-Centric military operations to include:

(1) DISR mandated GIG IT standards and profiles identified in the TV-1,

(2) DISR mandated GIG KPPs identified in the KIP declaration table,

(3) NCOW RM Enterprise Services,

(4) Information assurance requirements including availability, integrity, authentication, confidentiality, non-repudiation, and issuance of an Interim Approval to Operate (IATO) by the Designated Approval Authority (DAA), and

(5) Operationally effective information exchanges; and mission critical performance and information assurance attributes, data correctness, data availability, and consistent data processing specified in the applicable joint and system integrated architecture views.

Objective: The system must fully support execution of all operational activities identified in the applicable joint and system integrated architectures and the system must satisfy the technical requirements for Net-Centric military operations to include:

(1) DISR mandated GIG IT standards and profiles identified in the TV-1,

(2) DISR mandated GIG KPPs identified in the KIP declaration table,

(3) NCOW RM Enterprise Services,

(4) Information assurance requirements including availability, integrity, authentication, confidentiality, non-repudiation, and issuance of an Approval to Operate (ATO) by the Designated Approval Authority (DAA), and

(5) Operationally effective information exchanges; and mission critical performance and information assurance attributes, data correctness, data availability, and consistent data processing specified in the applicable joint and system integrated architecture views.

Table 4-1 provides a correlation between the major deficiencies identified in the ORD and key performance parameters developed to resolve them. A shaded block in the table indicates that successful execution of the parameter will help correct the deficiency.

Table 4-1 Key Performance Parameter Correlation Matrix

	Personnel and Pay Inefficiencies	Inability to Track Status Changes	Lack of a Single Record	Inconsistent Processes and Data	Inability to Track Personnel in Theater	Redundant Data Capture	Multiple Redundant Systems	Lack of Security
4.1.1		■			■			
4.1.2		■			■			
4.1.3	■	■	■	■	■	■	■	
4.1.4	■		■					
4.1.5	■	■	■	■		■	■	
4.1.6			■	■			■	
4.1.7	■	■	■	■		■	■	
4.1.8	■					■	■	■

Table 4-2 is a summary of the KPPs specifying their thresholds and objectives.

Table 4-2 Key Performance Parameter Summary Table

Key Performance Parameter	Threshold and Objective
Personnel and Pay Data Changes	Threshold: 98% of the time Objective: 100% of the time
Transaction Storage	Threshold: DIMHRS (Pers/Pay) shall transmit 50% of the queued transactions within the first 12 hours of the required interface(s) being restored; with the remainder being transmitted within 24 hours. Objective: DIMHRS (Pers/Pay) shall transmit 100% of queued transactions within 12 hours of the required interface(s) being restored.
Data Accuracy	Threshold: 99.9% of data accepted will be accurate Objective: 100%
Single Data Entry	Threshold: 2% of transactions require recollection Objective: 0%
Online Query	Threshold: 98% of data retrieved via a single query Objective: 100%
Standard Data	Threshold: 95% of data elements are standard Objective: 100%

Cross-Service/ Component Support	Threshold: 98% of transactions process correctly Objective: 99%
Net-Ready: The system must support Net-Centric military operations. The system must be able to enter and be managed in the network, and exchange data in a secure manner to enhance mission effectiveness. The system must continuously provide survivable, interoperable, secure, and operationally effective information exchanges to enable a Net-Centric military capability.	Threshold: The system must fully support execution of joint critical operational activities identified in the applicable joint and system integrated architectures and the system must satisfy the technical requirements for transition to Net-Centric military operations to include: 1) DISR mandated GIG IT standards and profiles identified in the TV-1, 2) DISR mandated GIG KIPs identified in the KIP declaration table, 3) NCOW RM Enterprise Services 4) Information assurance requirements including availability, integrity, authentication, confidentiality, and non-repudiation, and issuance of an Interim Approval to Operate (IATO) by the Designated Approval Authority (DAA), and 5) Operationally effective information exchanges; and mission critical performance and information assurance attributes, data correctness, data availability, and consistent data processing specified in the applicable joint and system integrated architecture views. Objective: The system must fully support execution of all operational activities identified in the applicable joint and system integrated architectures and the system must satisfy the technical requirements for Net-Centric military operations to include: 1) DISR mandated GIG IT standards and profiles identified in the TV-1, 2) DISR mandated GIG KIPs identified in the KIP declaration table, 3) NCOW RM Enterprise Services 4) Information assurance requirements including availability, integrity, authentication, confidentiality, and non-repudiation, and issuance of an Approval to Operate (ATO) by the Designated Approval Authority (DAA), and 5) Operationally effective information exchanges; and mission critical performance and information assurance attributes, data correctness, data availability, and consistent data processing specified in the applicable joint and system integrated architecture views.

	(1)

4.2 System Performance Parameters

DIMHRS (Pers/Pay) shall provide the same functionality across the full operational spectrum at all activities and locations responsible for personnel and/or pay processing. DIMHRS (Pers/Pay) will be designed such that it operates effectively within the GCSS FoS and interfaces seamlessly with GCSS FoS. DIMHRS (Pers/Pay) will provide data and system interoperability across the personnel enterprise to ensure the GCSS has access to timely, accurate, and relevant information (as determined by business practices) for personnel and pay from DIHMRS (Pers/Pay). Data residing in the DIMHRS (Pers/Pay) corporate database will be accessible to GCSS as specified in the GCSS CRD.

DIMHRS (Pers/Pay) shall support Sensitive But Unclassified (SBU) personnel and pay information. DIMHRS (Pers/Pay) must have the capability to protect sensitive information about military personnel.

In the event of mobilization, DIMHRS (Pers/Pay) shall expand capacity to meet personnel augmentation of Active, Reserve, and Guard organizations, and other designated groups in a wartime (surge) scenario. Projected expansion of personnel supported is 33%.

System parameters specify how the DIMHRS (Pers/Pay) field systems and corporate database must operate. System parameters are:

4.2.1 Data Storage

All military personnel and pay data (except local data) shall be stored in a single logical corporate database.

Threshold: 99%/Objective: 100%

4.2.2 Single User Pers/Pay Support

The system shall support the ability of a single authorized user to create, read, update, or delete, as authorized, any part of a service member’s personnel or pay record.

Threshold: 98%/Objective: 99%

4.2.3 Pers/Pay User Privileges

The system shall provide security administration functionality to assign user and group levels of access to data and functionality. The security administration functionality shall allow personnel and pay customer support staffs to complete personnel/pay actions regardless of Service/Component/Unit of Assignment. Each parent Service will control access to their members' records.

Threshold: 98%/Objective: 99%

4.2.4 System Accuracy

System accuracy is measured by the correct disposition of all transactions. System accuracy includes but is not limited to:

1. Detection of violation of defined business rules
2. Maintaining data integrity throughout the system (e.g., software, hardware, and infrastructure)
3. Accurate execution of internal processes

Threshold: 98% of transactions / Objective: 100%

4.2.5 Maintenance Non-Availability

Routine scheduled backup and maintenance procedures may only make DIMHRS (Pers/Pay) unavailable to the field user for up to (cumulative time) an average of thirty hours per month.

4.2.6 Single Logical Record

There shall be one and only one logical record for each Service member regardless of military status (active, inactive, reserve, guard, or retiree).

4.2.7 Global Information Grid Enterprise Services Compliance

At a minimum, DIMHRS (Pers/Pay) hardware and software shall achieve GIG ES compliance (comparable to COE Level 6), with the objective of full GIG ES compliance, as specified in the DepSecDef Memorandum "Global Information Grid Enterprise Services (GIG ES: Core Enterprise Services (CES) Implementation" at FOC. Threshold: Intermediate (comparable to COE level 6) / Objective: Full GIG ES compliance

4.2.8 Migration Work Effort

The DIMHRS (Pers/Pay) Implementation Plan will ensure that operations in a dual-processing mode will occur for not more than six months at any given site for the replacement of any given system.

Threshold: Six Months / Objective: Four Months

4.2.9 Imaged Records

As the personnel/pay system of record, DIMHRS (Pers/Pay) will capture and maintain the data for and generate any personnel or pay-related documents that are required in a paper media. The system will incorporate the use of authentication software such as electronic signature or other approved technology to minimize the need to process paper versions of documents. The system will be capable of electronically transmitting the data in the prescribed format to the Services' imaging databases. Measure of success will be the time required to generate the printed document in the prescribed format. The threshold and objective will conform to government and/or industry standards, as applicable.

4.2.10 Transaction Tracking

Provide the ability to recall and trace transactions, inputs, processes, or changes, from source to final disposition, to include user and certification identification, as required by law or policy.

Threshold: 98% / Objective: 100%

4.2.11 System Ease of Use

DIMHRS (Pers/Pay) will be knowledge-based; providing help screens, automated tutorials, and written user documentation to aid users; and will not increase personnel and pay job skill training requirements beyond current legacy system training requirements.

Threshold: 2% increase in duration of training required measured in hours.

Objective: 0% change in duration of training required measured in hours.

4.2.12 Data Query Response

Personnel and pay data (other than images) on an individual contained within the system will be retrievable using specified communication configurations based on hierarchical command structures as defined in DIMHRS (Pers/Pay) system design documentation. To account for factors that may induce variances in expected system response times (e.g., complexity and magnitude of data requested, system load); the threshold and objective for this requirement distinguish between the magnitude (single records vs. multiple records) and complexity (simple and complex) of queries. For this parameter, a simple query is defined as a request for retrieval of information using a primary key and requiring not more than 2 table joins. A complex query is defined as a request for retrieval using a primary key (and may include alternate keys) and more than two table joins, but less than all of the data on a single Service member. Complex/Historical retrieval is a request for all of the data on a single Service member. The table below contains the threshold and objective values for each type of query.

Table 4-3 Threshold and Objective Values

	Simple	Complex	Complex/Historical
Single	T: 98% in two seconds O: 100% in two seconds	T: 98% in two minutes O: 100% in two minutes	T: 98% in 30 minutes O: 100% in 30 minutes
Multiple	T: 98% in two minutes O: 100 % in two minutes	T: 98% in 30 minutes O: 100% in 30 minutes	T: 98% in 60 minutes O: 100% in 60 minutes

4.2.13 Member Tracking

For a Service member and personnel for whom the COCOM has force protection responsibility deploying to, from, or moving within a theater of operations or contingency location, data will be reflected in the corporate database within 12 hours of submission, given available communications and favorable operational tempo in the contingency location. Events include, but are not limited to, the following:

- Departure from home station
    - arrival at Port of Embarkation
    - departure from Port of Embarkation
    - arrival at Port of Debarkation
    - departure from Port of Debarkation
- Arrival in theater or contingency location
- Departure from theater or contingency location
    - arrival at Port of Embarkation
    - departure from Port of Embarkation
    - arrival at Port of Debarkation
    - departure from Port of Debarkation
- Arrival at home station or new duty location
- Change in physical location within theater or contingency location
- Change in duty status and personal characteristics

Threshold: 98% / Objective: 100%

Table 4-4 below provides a correlation between the major deficiencies identified in the ORD and the system parameters that have been developed to resolve them. A shaded block in the table indicates that successful execution of the parameter will help correct the deficiency.

Table 4-4 System Performance Parameter Correlation Matrix

	Personnel and Pay Inefficiencies	Inability to Track Status Changes	Lack of a Single Record	Inconsistent Processes and Data	Inability to Track Personnel in Theater	Redundant Data Capture	Multiple Redundant Systems	Lack of Security
4.2.1	■		■	■			■	■
4.2.2	■		■	■		■	■	■
4.2.3	■		■	■		■	■	■
4.2.4	■			■			■	
4.2.5	■	■	■	■	■	■	■	
4.2.6							■	
4.2.7	■		■	■		■	■	■
4.2.8			■	■			■	
4.2.9	■			■			■	
4.2.10	■							■
4.2.11	■	■		■			■	
4.2.12	■			■				
4.2.13	■	■		■	■			■

4.3 Information Exchange Requirements

DIMHRS (Pers/Pay) will interface with all external systems that currently interface with the legacy systems it will replace.

Appendix G to this document provides the overall DIMHRS (Pers/Pay) High-level Operational Concept Graphic View (Operational View 1 (OV-1)), and the System Interface Description (System View 1 (SV-1)) for the overall program. The Operational Information Exchange Matrix (OV-3), broken out by functional area and each Service Component, is provided as a separate attachment to this document. The Information Exchange Requirements (IER) as depicted in the Appendix and supported by additional detail in the DIMHRS Information Support Plan (ISP) will be satisfied as the associated increment containing the requisite functionality is implemented within each Service.

4.4 Logistics and Readiness

The reliability, availability, and maintainability of the infrastructure necessary to support DIMHRS (Pers/Pay) are dependent on the Services' GIG ES compliant architectures. For consistency, and as a minimum, DIMHRS (Pers/Pay) reliability, availability, and maintainability shall be as specified below or meet or exceed that of comparable commercially available systems. See the glossary for a description of the metrics used below.

4.4.1 Daily Maintenance

DIMHRS (Pers/Pay) will allow for daily backup and maintenance routines to be performed at local discretion/default periods.

4.4.2 Worldwide Operations

DIMHRS (Pers/Pay) is to accommodate users worldwide, which will require 7 days a week, 24 hours a day operations, except for when the system is down for routine maintenance.

4.4.3 Reliability & Availability

At a minimum, DIMHRS (Pers/Pay) reliability and availability shall meet or exceed the greater of legacy system standards or commercially accepted norms for human resource systems. These standards will be documented in the DIMHRS (Pers/Pay) Joint Logistics Support Plan (JLSP). The DIMHRS Continuity of Operations capability will be scaled sufficiently to ensure the continued computation of timely and accurate pay.

4.4.4 System Maintainability

DIMHRS (Pers/Pay) system maintainability shall be measured by Operational Availability. The threshold for the system Operational Availability was developed as a Phase I activity and defined in the JLSP.

4.4.5 Performance Metrics

The system will generate standardized metrics on system performance (e.g., transaction volume, response time, failure or rejection rates, etc.).

4.5 Other System Characteristics

4.5.1 Conventional and Initial Nuclear Weapons Effects

DIMHRS (Pers/Pay) must provide for continuity of operations after the onset of High-Altitude Electromagnetic Pulse (HEMP) survivability operating conditions or environments.

4.5.2 Disconnected Operations

DIMHRS (Pers/Pay) must be capable of providing Pers/Pay functionality in support of Disconnected Operations. DIMHRS (Pers/Pay) will support units where as a matter of routine their operations break from connectivity and then reconnect at a later time. DIMHRS (Pers/Pay) must be capable of operating in a stand-alone environment.

4.5.3 Electromagnetic Compatibility (EMC) & Electromagnetic Interference (EMI)

The infrastructure that supports DIMHRS (Pers/Pay) shall assure continuity of operations under EMC and EMI conditions expected in deployed and hostile situations. DIMHRS (Pers/Pay) design should allow local databases to operate in an electromagnetic control environment (e.g., emissions control (EMCON)).

4.5.4 Information Security (INFOSEC)

DIMHRS (Pers/Pay) shall be a Controlled Unclassified Information (CUI) AIS. DIMHRS (Pers/Pay) shall comply with INFOSEC policy and Privacy Act requirements contained in DOD 8500.1 and Department of Defense Instruction (DODI) 8500.2. DIMHRS (Pers/Pay) shall meet Computer-Aided Process Plan (CAPP) 1.d compliance in the ISO 15408. (GCSS KPP)

All authorized users shall have access to DIMHRS (Pers/Pay) based on specified, role-based privileges. DIMHRS (Pers/Pay) shall provide user access validation for each individual entering, changing, viewing, or downloading information.

DIMHRS (Pers/Pay) shall create, maintain, and protect from modification, unauthorized access or destruction, an audit trail ensuring that all actions that affect the security of a system can be traced to the responsible party based on individual identity. DIMHRS (Pers/Pay) shall be able to record use of identification and authentication (i.e. user log-in), creation, deletion, and modification of objects, date and time of access, origin of entry (terminal ID), actions taken by computer operators, system administrators and/or system security officers, and success or failure of the event. Adequate audit retention periods for DIMHRS (Pers/Pay) are to be designated by the cognizant Service-level Designated Approval Authorities (DAA's) or applicable Service-level policies (Ref: DODI 8500.2, ECAT-2, ECRG-1, ECTB-1, ECTP-1).

A security risk analysis shall be conducted to identify and mitigate all potential threats to DIMHRS (Pers/Pay) (ref: National Air and Space Intelligence Center (NASIC) Information Systems (IO) Capstone, DI-1577-26-04, Feb 2004, (S/NF)

4.5.5 Survivability

The mission essential resource in DIMHRS is the data. Data survivability against HEMP and Nuclear, Biological, and Chemical (NBC) contamination will be IAW regulatory policies and procedures.

4.5.6 Clean Financial Statements

DIMHRS (Pers/Pay) will comply with regulatory requirements for personnel and payroll feeder systems contained in the Federal Financial Management Improvement Act of 1996, the Chief Financial Officer's Act of 1990, the Federal Managers' Financial Integrity Act of 1982, and the most current Office of Federal Financial Management (OFFM) (formerly Joint Financial Management Improvement Program (JFMIP)) requirements. DIMHRS will follow the guidelines provided in Version 5.0 *"Guide to Federal Requirements For Financial Management Systems, Systems Integration Directorate, Defense Finance and Accounting Service Headquarters" dated November 2006* for assessing compliance with these regulatory requirements. DIMHRS (Pers/Pay) shall exceed and improve upon the audit and transaction traceability capabilities of the replaced legacy Systems.

4.5.7 Member Self-service

Service members shall have the capability to view and update designated personal information without assistance from a personnel/pay specialist. The system will produce statistics on the number of members who access the system for self-service.

5 Program Support

5.1 Maintenance Planning

5.1.1 Maintenance Tasks

Within DIMHRS (Pers/Pay), manufacturers' test and maintenance procedures shall be followed. No special purpose test equipment or special hardware support equipment should be required. Test and maintenance support software may include standard manufacturers' diagnostics software.

All DIMHRS (Pers/Pay) commercial system components shall be procured and installed in a manner that does not void nor detract from the manufacturers' warranties.

Prior to IOC, the appropriate technical manuals for both operators and maintenance personnel shall be developed. These may complement the DIMHRS (Pers/Pay) software and system supporting documentation or be standalone manuals.

5.1.2 Contract versus Organic Repair

DIMHRS (Pers/Pay) software maintenance shall be provided by a DOD-designated software support activity throughout the life cycle beginning at FOC. Prior to FOC the DIMHRS (Pers/Pay) EPMO will provide software support. The activity should facilitate functionality improvements and transition to COTS or GOTS software upgrades. It shall also interact with process owners to support new processes or process modifications. The maintainer shall establish procedures for receiving, recording, and tracking problem reports and modification requests from the Configuration Control Board (CCB) and providing feedback to the users as appropriate.

A primary goal of DIMHRS (Pers/Pay) maintenance activities is to provide a system availability that meets or exceeds legacy system standards or commercially accepted norms. Reliability and maintainability measures must interact so as to attain that goal. Another goal is to minimize expense through use of a combination of contract and organic maintenance resources. Designated system administrators shall control access to the DIMHRS (Pers/Pay) software.

5.2 Support Equipment

DIMHRS (Pers/Pay) shall be an automated information system (AIS) that operates on COTS NDI hardware platforms. As such, support equipment, to include test and fault isolation, shall be consistent with industry best practices for AIS. End-user hardware platforms shall be under Service or Command maintenance contracts. Therefore, no unique support equipment shall be required for this program.

5.3 Command, Control, Communications, Computers & Intelligence (C4I)/Standardization, Interoperability, and Commonality

5.3.1 System Integration

DIMHRS (Pers/Pay) shall follow DOD guidelines pertaining to the GIG ES. DIMHRS (Pers/Pay) shall comply with existing and evolving standards as specified in the DISR to seamlessly integrate into the DOD environment. DIMHRS (Pers/Pay) shall meet DOD security guidelines and minimize the potential for unauthorized access to data.

DIMHRS (Pers/Pay) has been designated as a Mission Assurance Category II (MAC II) system.

The DIMHRS (Pers/Pay) EPMO has published the DIMHRS (Pers/Pay) C4ISP under separate cover.

5.3.2 Data and Data Fusion Requirements

Personnel data standards will be revised to reflect the DIMHRS (Pers/Pay) HRMS COTS product as appropriate after selection and comply with ISO/IEC 11179 - Specification and Standardization of Data Elements. This action is required to support data interoperability across the DOD enterprise. Legacy system data shall be converted to standard data formats when imported into the DIMHRS (Pers/Pay) corporate data environment.

All data stored by DIMHRS (Pers/Pay) shall be electronic; there shall be no voice or video data stored within the system. DIMHRS (Pers/Pay) shall operate within the GIG, which consists of existing telecommunications infrastructure provided by the Services, Defense Information Systems Agency (DISA), and commercial providers, for transport of DIMHRS (Pers/Pay) data. *Detailed recommendations on the provision of telecommunications equipment and services in the most efficient and effective manner shall be provided by the DIMHRS (Pers/Pay) EPMO prior to IOC.*

5.3.3 Unique Intelligence Requirements

There are no known requirements for support from the Intelligence community.

5.3.4 Considerations for Joint Use

Joint use considerations are at the heart of DIMHRS (Pers/Pay). All design considerations shall address the ability to operate the system efficiently in a joint environment. DIMHRS (Pers/Pay) shall be engineered to operate on the computer hardware and infrastructure networks of the Services following open system standards.

5.3.5 Procedural and Technical Interfaces

DIMHRS (Pers/Pay) shall operate over the existing Services' or DOD communications infrastructure to support the communication and interoperability needs. These interoperability links will provide personnel and mission situational awareness and support the definition of the commander's common operating picture (as defined in the Service's command and control requirements documentation). This will enable personnel accountability for the national command authorities, the Service Departments, Department components, and the Joint Staff.

Services will implement interoperability requirements at theater and below through development plans, to support DIMHRS (Pers/Pay).

5.3.6 Compliance with Standards

DIMHRS (Pers/Pay) shall follow Defense guidelines pertaining to the GIG ES. DIMHRS (Pers/Pay) shall comply with existing and evolving standards as specified in the DISR and the JOA to seamlessly integrate into the DOD environment.

DIMHRS (Pers/Pay) software shall be developed following industry best practices. Development methodologies shall incorporate the Software Engineering Institute's (SEI) Capability Maturity Model (CMM) Key Practice Areas (KPA) at Level 3 or higher.

DIMHRS (Pers/Pay) documentation shall be developed in electronic and printed formats consistent with the requirements of J-STD-016 and Institute of Electrical & Electronic Engineers (IEEE) 12207.

Development and fielding of DIMHRS (Pers/Pay) Training shall conform to DOD Advanced Distributed Learning/Sharable Content Object Resource Model (ADL/SCORM) initiative requirements.

5.3.7 Interface Requirements with the Global Command and Control System (GCCS) and the Global Combat Support System (GCSS)

DIMHRS (Pers/Pay) shall operate within the framework of GCCS and the GCSS FoS and will serve as the human resource (HR) component of GCSS. DIMHRS (Pers/Pay) shall exchange command and control (C2) information with GCCS and the GCSS FoS at the strategic and service department level.

Initially, DIMHRS (Pers/Pay) will not exchange information with tactical C4I systems. Tactical systems notwithstanding, interoperability afforded by GIG ES-CES compliance shall allow for interoperability between DIMHRS (Pers/Pay) and other GIG ES-CES compliant C4I systems (e.g., GCCS, GCCS – Maritime (GCCS-M), and GCSS). DIMHRS (Pers/Pay) shall ensure that C4I systems interfaces meet interoperability requirements of the DISR and JOA.

5.3.8 Information Assurance

Protection of the CUI and Privacy information processed and stored within DIMHRS (Pers/Pay) shall be a key design consideration. Access to data shall be carefully controlled through multiple levels to ensure that each authorized user can view and/or update only those data elements that are consistent with the user's authority level. Interconnection of systems operating at different classification levels shall be accomplished by processes (e.g., Secret and Below Interoperability {SABI}) approved by the DOD Chief Information Officer (CIO).

The system must be certified and accredited in accordance with the DoD Information Assurance Certification and Accreditation Process (DIACAP). As part of this accreditation process, the EPMO will coordinate with each Component to identify a Computer Network Defense service (CNDS) provider for the system as required under DODI O 8530.2. As Information Assurance and Interoperability characteristics of the system are developed, the appropriate Public Key

Infrastructure (PKI) required to ensure information security will be implemented. In addition, DIMHRS will comply with NSTISSP 11, "National Policy Governing the Acquisition of Information Assurance (IA) and IA-Enabled Information Technology (IT) Products," as required. DIMHRS will also comply with the IA requirements in the DoD 8500 series and the CJCS 6510 series directives, instructions, and manuals. The DIMHRS EPMO will ensure that required IA documentation is available for CJS J6 review and validation

5.3.9 Energy Standardization and Efficiency Needs

This subsection is not applicable to DIMHRS (Pers/Pay).

5.3.10 Electromagnetic Environmental Effects (E3) and Spectrum Supportability

There are no unique communications requirements for DIMHRS (Pers/Pay). The system shall operate over existing Service telecommunications infrastructure within the spectrum requirements allocated for existing Command and Control systems. There are no unique E3 considerations for DIMHRS (Pers/Pay).

5.4 Computer Resources

5.4.1 Resource Constraints

Each Component and Agency using DIMHRS (Pers/Pay) will procure and install hardware and equipment necessary to operate DIMHRS (Pers/Pay). At a minimum, DIMHRS (Pers/Pay) hardware and software shall achieve GIG ES compliance (comparable to COE Level 6), with the objective of full GIG ES compliance, as specified in the DepSecDef Memorandum "Global Information Grid Enterprise Services (GIG ES): CES Implementation" at FOC.

There are no computer language constraints associated with DIMHRS (Pers/Pay). The system shall include some COTS software for which the vendor's source code is not provided to DOD. Unique DIMHRS (Pers/Pay) software shall be written to interface with the COTS software to provide a single, integrated view to the user. DIMHRS (Pers/Pay) is a web-based application which the ORD depicts at a high level and will be accessible from and operate on Services respective infrastructures (e.g. Navy Marine Corp Intranet (NMCI), Service Portals, DISA).

5.4.2 Mission Critical and Support Resources

DIMHRS (Pers/Pay) shall operate on hardware devices that meet a minimum hardware configuration to be specified by the EPMO prior to IOC. If a primary user device for DIMHRS (Pers/Pay) becomes non-operational, other hardware devices that meet the minimum configuration requirements may be substituted.

There is no automated test equipment required in support of DIMHRS (Pers/Pay).

5.4.3 Desired Capabilities for Integrated Computer Resources Support

A help desk shall be available 24 hours per day to assist users with DIMHRS (Pers/Pay) software trouble reports. The help desk shall be capable of receiving technical problem reports, resolving those issues, and providing real time feedback to the user.

5.4.4 Unique User Interface Requirements

Extensive on-line help features shall be incorporated into DIMHRS (Pers/Pay) to enhance usability. The system shall facilitate functional and system help-desk capabilities. User on-line help preferences shall be storable. The on-line help shall be displayed in a user friendly mode such as dialogue boxes and drop down windows. The help features shall be context sensitive and shall facilitate new user indoctrination and recurring training needs. DIMHRS (Pers/Pay) shall be easy to learn, use, and operate. Personnel will be trained in accordance with Internet-Based Instruction (IBI) curriculum, supplemented by Train-the-Trainers and on-line features such as help screens, tutorials and technical manuals. The user shall have access to business rules and all user manuals and applicable system documentation while on-line. The application shall be structured such that a user will not be required to understand transaction or output formats to use the system. Experienced users shall be able to bypass intervening steps on screen menus and help utilities.

Reading levels for user manuals shall be written at a ninth grade reading level and be comprehensive enough for process knowledgeable, field-level operators to resolve problems relying only on user manuals and system documentation. Documentation shall also be provided to users on-line through a web site.

5.5 Human Systems Integration

5.5.1 Manpower Constraints

DIMHRS (Pers/Pay) shall function within existing manpower constraints. DIMHRS (Pers/Pay) will not be used as the rationale for Service manpower reductions prior to FOC for each Service and retirement of replaced legacy systems

5.5.2 Manpower Factors Impacting System Design

Alternatives that result in reduced manpower, personnel and training (MPT) requirements shall be favored during design and development. Changes to Service manpower requirements shall be identified as early as possible in system development and validated by the Services, prior to each Service fielding the system (or increments of the system).

Human System Interface (HSI) characteristics for DIMHRS (Pers/Pay) software must comply with DISR standards and the DOD Human Computer Interface Style Guide.

5.5.3 Cognitive and Sensory Requirements

DIMHRS (Pers/Pay) shall be engineered for use by personnel with limited computer skills and appropriate functional training for personnel and pay administration. DIMHRS (Pers/Pay) shall be structured such that a user shall not be required to understand transaction or output formats to use the system. DIMHRS (Pers/Pay) shall provide ease of navigation and use of screens for those personnel and pay processes for which a member may perform unassisted edits.

5.5.4 Human Performance Requirements

There shall be no requirements to establish new military occupational specialties in support of DIMHRS (Pers/Pay). The occupational specialties within each Service that currently operate legacy personnel and pay systems shall be the primary operators of DIMHRS (Pers/Pay). These military occupational specialties may be combined or modified based on Service-level reviews and decision processes since pay and personnel functions will be performed by the same users of DIMHRS (Pers/Pay).

5.5.5 Training Concept

The EPMO will develop the New Equipment Training (NET), a distance learning, web-based, or PC-based sustainment training program to support both the Service School training and on-the-job training. Each Service will develop its own training curriculum standard based on the NET delivered with the DIMHRS (Pers/Pay) system for operational testing in conjunction with Milestone C. Each Service's institutional training base will be the proponent for developing and conducting this training.

5.6 Other Logistics and Facilities Considerations

5.6.1 Provisioning Strategy

There are no known provisioning requirements for DIMHRS (Pers/Pay).

5.6.2 Unique Facility Requirements

There are no unique facility requirements in support of DIMHRS (Pers/Pay).

5.6.3 Special Packaging and Transportation Considerations

There are no special packaging and transportation considerations for DIMHRS (Pers/Pay).

5.6.4 Engineering Data for Depot Support

This subsection does not apply to DIMHRS (Pers/Pay).

5.7 Transportation and Basing

Existing new equipment processes are sufficient to deploy equipment. No special transportation and basing within a theater shall be required for DIMHRS (Pers/Pay) equipment.

5.8 Geospatial Information and Services

This subsection is not applicable to DIMHRS (Pers/Pay).

5.9 Natural Environmental Support

This subsection is not applicable to DIMHRS (Pers/Pay).

6 Force Structure

The Military Services and DFAS "To-Be" force structure will mirror their "As-Is" force structure until DIMHRS (Pers/Pay) has been fielded and force structure requirements have been clearly identified. A determination of what additional skills and expertise are required for a knowledge-based human resources system must be made after the capabilities of DIMHRS (Pers/Pay) are fully known. Following is a discussion of Service and DFAS "As-Is" force structure.

6.1 United States Army (USA)

In the Regular Army, military human resources support is provided by the Battalion S-1 for subordinate company or detachment-level organizations and by servicing Personnel Services Battalions/Military Personnel Divisions/Installation Management Agency at the installation level. Information is input through electronic Military Personnel Office (eMILPO), a single database, fully web-enabled and accessible Army-wide. The eMILPO serves as the Army's primary personnel accounting system for active duty and mobilized soldiers. It provides commanders with management information reports, performs automated field records maintenance, and is a transactional database with Total Army Personnel Data Base – Active Enlisted/Active Officer (TAPDB-AE/AO).

The Army's primary field-user personnel strength management system, eMILPO, provides commanders with management information reports; performs automated field records maintenance; and provides automated personnel information to TAPDB–AE and TAPDB–AO. In fulfilling these functions, eMILPO acts as a decentralized extension of these databases.

In fulfilling its mission of directing the Army's personnel systems and managing the Army's human resources in peace and war, the United States Army Human Resources Command (USAHRC) uses several automated data-processing systems to distribute, manage, and develop active duty personnel. Two of these systems are the Total Officer Personnel Management Information System (TOPMIS) and the Enlisted Distribution and Assignment System (EDAS).

TOPMIS is a fully integrated management information system which supports the officer management process within USAHRC and at worldwide requisitioning activities. TOPMIS interacts with the TAPDB–AO and is used by assignment and distribution managers of the basic branches, medical department branches, and the Chief of Chaplains and Judge Advocate General's (JAG) offices. TOPMIS is also composed of seven operational modules.

EDAS is a real-time, interactive, automated system which supports the management of the enlisted force. USAHRC, Enlisted Personnel Management Directorate (EPMD), uses EDAS to create, validate and modify requisitions as well as process assignments, deletions, and deferments. EDAS provides field users the ability to create and modify requisitions when authorized. Additionally, it provides enlisted strength management information to all users.

The majority of pay support for the Regular Army is provided from a DFAS network that includes Defense Military Pay Offices (DMPO), DFAS central sites, and a tactical structure that includes Finance Commands (FINCOM), Finance Groups (FG), Finance Battalions (FB), and

Finance Detachments (FD). Field input originates at the Battalion S-1 or servicing finance element and is provided to the Defense Joint Military Pay System - Active Component (DJMS-AC) via the Defense MilPay Office (DMO). Central site processing is executed via DMO. Mainframe troubleshooting occurs at the DFAS-Indianapolis Center; while transaction reject correction is accomplished at the field or servicing finance element. There are minimal transactions passed between the USAHRC/field level offices, and DFAS. There is a constant exchange of information on reports and query results between the two functional communities. Pay input is provided through DMO and Joint Uniform Military Pay System (JUMPS) Data Collection III (JDC-III) at approximately 99 locations.

Due to geographical dispersion, the Army Guard and Reserve may provide the military personnel management and pay support at detachment or unit level and through the HRC-St. Louis (HRC-STL) Information is input into a process that is aggregated through the echelons of command to the unit responsible for input into a system. At this point, personnel and pay information is managed separately. Within the Army's Guard and Reserve, there are approximately 9,000 reporting elements.

For the Army Reserve Troop Program Unit (TPU), personnel and pay input is generated at company/unit using the software application called Regional Level Application Software (RLAS), and at the HRC-STL level using various personnel systems. The RLAS software includes functions that were previously in Center (CLAS), Battalion (BLAS), Major Subordinate Command (MLAS), and Regional Support Command (AMLAS) Level Application Software. The Automated Drill Attendance Report System (ADARS) is used to report drills, and Reserve Active Duty Automated Reporting Software (RADARS), is used to report Active Duty. The DFAS input system, DMO, is used by the Army Reserve Finance Office to input finance actions. The DMO creates transactions that trigger pay actions with the Defense Joint Military Pay System-Reserve Components (DJMS-RC). The Total Army Personnel Data Base –Reserve (TAPDB-R) transmits limited personnel actions to the DJMS-RC based on Troop Program Unit Management System (TPUMS)/RLAS actions. The personnel transactions are submitted via RLAS through TPUMS at HRC-STL to TAPDB-R.

RLAS is a software application developed to provide the US Army Reserve (USAR) with a client-server web-enabled application for the management of TPU personnel, training and resources. The RLAS application software is designed to assist the unit commander in accomplishing day-to-day administrative tasks. Unit commanders use RLAS to report drill attendance via the ADARS, which initiates pay and allowances to the drilling reservists. RLAS generates TAPDB-R transactions and electronically transmits the data to USAHRC, updating each individual soldier's records in the database. RLAS interfaces with the Standard Army Financial System (STANFINS) for financial data processing; the Training Assessment Module (TAM) for training data; the DJMS to process pay transactions; and the Retirement Points Accounting System (RPAS) for the accounting of retirement points. Information contained in the 14 Regional Readiness Commands' (RRC) databases is replicated electronically to the USAHRC, then on to external systems.

For non-TPU soldiers assigned to USAR Control Groups (AT, Individual Mobilization Augmentee (IMA), REINF, OADO, and AGR), the Standby Reserve, or the Retired Reserve, and for veterans, personnel data is input into HRC-STL using various personnel systems, which

updates TAPDB-R through the interface application of the TDMS Suite of applications. The AORS personnel data is uploaded and transmitted to Army Reserve Transaction Middleware System (ARTRAMS). Data is transferred directly to DJMS-RC. For the Drilling Individual Mobilization Augmentees (DIMA), personnel data establishing the individual pay account is manually entered directly into DJMS-RC by USAHRC Reserve Pay Office.

The Cadet Command Information Management System (CCIMS) manages Reserve Officer Training Corps (ROTC) members. This system feeds DJMS-RC for pay-related actions. The Academic Management System (AMS) is used to manage Service Academy Cadets (West Point). Cadet pay information is handled by DJMS-AC.

Army National Guard unit administrators (Readiness Non-Commissioned Officers (NCOs)) are training/operations NCOs, and their principal focus is on unit training. Personnel and pay functions are conducted principally at the State headquarters (Office of the Adjutant General (OTAG)). Most soldier support administrative and personnel actions are initiated at the units and sent to the military personnel management office for approval and completion. The State systems and data bases are "virtually" horizontally integrated across functional areas.

For the Army National Guard, United States Property and Fiscal Office (USPFO) in each state inputs personnel and pay information to DFAS. The Army National Guard's pay input system, JUMPS Standard Terminal Input System (JUSTIS), interfaces with Standard Installation/Division Personnel System – Army National Guard (SIDPERS-ARNG) transaction files to generate DJMS-RC transactions. The USPFO submits these transactions plus other pay transactions to DFAS for processing in DJMS-RC. Using this interface, personnel information provided by SIDPERS-ARNG is automatically provided to DJMS-RC.

The Army is also continuing to work on integration of the TAPDB. The Integrated TAPDB (I-TAPDB) will be a single, integrated, multi-component database that will mature with the automation industry and exploit advances in information technology. The full implementation of I-TAPDB will allow an unprecedented level of access to Total Army personnel data that postures the Army for Joint service integration.

6.2 United States Navy (USN)

At the field level, the Navy Manpower and Human Resources (MHR) support is provided at Personnel Support Activity (PSA) and Personnel Support Detachment (PSD) network, operational commands, and Naval Reserve Activities (NRAs) using the Navy Standard Integrated Personnel System (NSIPS), a PeopleSoft based COTS system modified to meet Navy requirements. At the corporate level, the Navy Personnel Data Base (NPDB), the Officer Personnel Information System (OPINS), the Navy Enlisted System (NES), the Inactive Manpower and Personnel Management Information System (IMAPMIS), and Reserve Headquarters System (RHS) provide personnel and pay management support. NSIPS interfaces with OPINS, NES and DJMS-AC to support pay and personnel actions for the Regular Navy. It processes and records gains, losses and miscellaneous personnel changes and provides personnel record maintenance. The PSA/PSD network provides support to shore commands, which do not have inherent pay/personnel administrative personnel. Afloat and/or operational commands have their own pay/personnel support and NSIPS access, although Navy is in the process of

consolidating shipboard pay and personnel processes to Pay and Personnel Ashore Detachments (PAPA DET).

NSIPS interfaces with RHS to support pay and personnel actions for the Navy Reserve. It processes and records gains, losses, and miscellaneous personnel changes; administers the Inactive Duty Training (IDT) drill program; updates unit mobilization billet information; and supports reporting requirements. It provides personnel record maintenance; billet requisition and assignment; IDT drill performance monitoring and recording; mobilization readiness; civilian skills; language proficiency and evaluation. Integrating with the Regular Navy, it provides automated information support for training and mobilization readiness tracking of Naval Reserve personnel who are in active duty status.

OPINS maintains the official automated personnel record for all active duty Navy officers, officer candidates, and midshipmen in the Officer Master File (OMF). This system also supports data interchanges with various other manpower, personnel, training, and pay systems. It is also used to support the calculation of officer and officer candidate strength; authorize establishment of pay record in DJMS; prepare Officer Data Cards (ODCs) and Officer Distribution and Control Reports (ODCRs); provide data for decision support systems; and supports all facets of a member's career lifecycle to include promotion and some distribution processes. Systems that interface with OPINS include TFMMS, NPDB, Navy Manpower Personnel Distribution System (NMPDS), IMAPMIS and NSIPS. Command interfaces include Commander, Navy Personnel Command (COMNAVPERSCOM), Commander, Naval Reserve Force (COMNAVRESFOR), Naval Education and Training Command (NETC), DMDC, DFAS, and the Bureau of Naval Personnel (BUPERS).

NES maintains the official automated personnel record for all active duty Navy enlisted personnel in the Enlisted Master File (EMF). This system also supports data interchanges with various other manpower, personnel, training, and pay systems. It is also used to support the calculation of enlisted strength, establishment of the pay record in DJMS, provides data for the Enlisted Distribution and Verification Reports (EDVRs). Systems that interface with NES include TFMMS, OPINS, NPDB, NMPDS, IMAPMIS and NSIPS. Command interfaces include COMNAVPERSCOM, COMNAVRESFOR, NETC, DMDC, DFAS, and BUPERS. IMAPMIS maintains the automated personnel record for all reservists, fleet reservists, and retired personnel. IMAPMIS provides automated storage, maintenance/update, reporting (e.g., accounting, management, and strength), and distribution of manpower and personnel information on all reserve Navy personnel (i.e., IRR) subject to recall/mobilization, drill pay, and retirement points. Reserve management information is provided via data transfer or hard copy reports to Reserve field activities, Reserve Headquarters, BUPERS, Chief of Naval Personnel, Secretary of the Navy (SECNAV), OSD, and other DOD activities. Systems that interface with IMAPMIS include NES, OPINS, RHS, and the Authorization, Mobilization, Selection, and Assignment System (AMSAS). Command interfaces include COMNAVPERSCOM, COMNAVRESFOR, NETC, DMDC, DFAS, and BUPERS.

RHS is the central data processing point between the Naval Reserve field activities (NSIPS-RC) and all Navy and DoD pay/personnel systems. RHS supports over 60,000 Selected Reservists and processes over 750,000 transactions per month from the Naval Reserve field activities, including over 300,000 pay transactions sent to DJMS (RC) that provide $35 million a month in

reserve pay. RHS is also the collection point for retirement point data for the Navy Reserve and provides that data monthly to IMAPMIS for Navy Enlisted/Officer Point System (NEOPS) reporting. Funded reserve billet data from Total Force Manpower Management System (TFMMS) is assigned to a Reserve UIC on RHS and distributed to the Naval Reserve field activities (NSIPS) for assignment. OPAS, Medical Readiness Reporting System (MRRS), and Naval Reserve Order Writing System (NROWS) receive daily personnel feeds from RHS. RHS provides Navy Marine Corps Mobilization Processing System (NMCMPS) mobilization activation data needed for Navy Reserve mobilization orders. RHS is also the conduit to DJMS (RC) for transactions from Reserve Standard Training Administration Readiness Support (Health Professions) ((RSTARS (HP)) that generates payments of $35 million a year for the Health Profession Program. RHS also provides Navy Reserve personnel data to billet and unit data to the CNRFC reporting server daily.

NPDB maintains data, for historical purposes, received from NES, OPINS, and IMAPMIS; it also receives and maintains minimal data from TFMMS and RHS. Systems that interface with NPDB include NES, OPINS, IMAPMIS, RHS, TFMMS, Active Components Common Personnel Data System (ACCPDS), Reserve Components Common Personnel Data System (RCCPDS), and the Electronic Military Personnel Records System (EMPRS). Command interfaces include COMNAVPERSCOM, COMNAVRESFOR, NETC, DMDC, DFAS, and BUPERS.

6.3 United States Marine Corps (USMC)

The Marine Corps Total Force System (MCTFS) is an integrated system that incorporates a single, logical database consisting of personnel and pay information on all Regular and Reserve Marines, and personnel information on retired Marines. MCTFS is managed jointly by the Marine Corps and the DFAS, with the Marine Corps responsible for personnel functionality and DFAS responsible for pay functionality. Benefits of the MCTFS are derived through standardized one-time entry of data that automatically generates personnel and pay transactions, seamless mobilization of Reserves, centralized procedural changes and modifications, and simplified training and support. Technical benefits include a single set of fully automated edits per function, processing that does not require manual reconciliation, improved transaction flow, reduced inconsistencies, and improved problem resolution.

Personnel and pay support for Marines is totally integrated from source reporting to corporate. Regular and reserve personnel and pay support is normally rendered at the lowest command echelon capable of self-administration, such as battalion, squadron, or company. Approximately 680 regular and 313 reserve elements report personnel transactions within the Marine Corps. Reporting unit transaction input is aggregated by one of seven geographically dispersed Manpower Information System Support Offices (MISSOs) to the Defense Enterprise Computing Center (DECC), St. Louis for MCTFS processing, record update, feedback, pay computation and disbursement. Further, approximately 25 Finance Offices/Disbursing Offices (FO/DO) report pay-related transactions.

Information is reported at the unit level for regular and reserve Marines utilizing the Unit Diary/Marine Integrated Personnel System (UD/MIPS) as the commanders' primary input/output system to MCTFS. Headquarters, United States Marine Corps and selected garrison reporting

units use the On-Line Diary System (OLDS) to update information in MCTFS. FOs report payroll and financial diary transactions using the MCTFS OLDS as a primary system and the Remote Access Pay Transaction and Reporting System (RAPTRS) under the contingency pay plan. Deployed DOs use the RAPTRS as the primary payroll and diary reporting system. Each of these reporting systems are an integral part of the MCTFS, providing commanders and FO/DOs the ability to report and update personnel and pay data from anywhere in the world.

UD/MIPS is the unit commander's tactical personnel and pay reporting and retrieval system; a deployable, client-server based application system with a self-contained unit database. Manpower management, pay related, and training events are recorded on a personal computer utilizing standard Transaction Type Codes and Sequence (TTC/SEQ) statements, which are certified by appropriate personnel and transmitted electronically or by courier disk for processing in the nightly cycle at the DECC, St. Louis.

Reported transactions, which pass processing edits immediately, update the MCTFS master record. Upon completion of each cycle, updated MCTFS data/information is immediately available to commanders/users. The Marine Integrated Personnel System (MIPS) provides the commander and staff the capability to retrieve specific or ad hoc data/information reports on Marines joined or attached to the command; a useful tool in planning or analysis of unit capabilities.

OLDS is an alternate personnel and pay diary reporting system utilized by commanders and FO/DOs. Diaries are prepared by recording TTC/SEQ statements using on-line terminals. Inputs include options, descriptions, and parameters displayed on individual screens for use in entering pertinent data. Front-end system edits prevent entry of invalid data. Diaries are certified electronically, then automatically transmitted to the DECC, St. Louis for processing. Reported transactions update the MCTFS master record. FO/DOs utilize the MCTFS On-Line Disbursing Diary Process to report active duty and reserve diary and payroll Military Payroll Money List/Military Pay Voucher (MPL/MPV) transactions. Processing of certain disbursing diary TTC/SEQ transactions automatically generates payment to the Marine's financial institution when the Marine is enrolled in Direct Deposit/Electronic Funds Transfer (DD/EFT). The MCTFS On-Line MPL/MPV process provides FOs with a timely method of payroll data entry, which updates individual MCTFS records and automatically creates check issue records to be used by the On-Line Treasury Check Information Process. OLDS outputs include on-line management/statistics reports that aid in ensuring accuracy and acceptance of diary and MPL/MPV reported pay transactions into the MCTFS.

RAPTRS is a stand-alone, windows-based application used by Marine Corps deployed DOs as the primary pay reporting mechanism. It is also employed in the garrison environment by parent FO/DOs. Its design allows complete independence from any mainframe while still allowing DOs to generate financial and pay transactions for all members. Financial diaries are controlled and tracked via a disbursing diary ID and diary number for each batch of transactions and certified electronically. The system generates couriers for upload to the DECC, St. Louis. Couriers are compressed for reduced transmission time and encrypted for security. For Military Payroll List or Deployed Check Issue Program diaries, RAPTRS allows users to generate cash, check, EFT, or Automated Teller Machine (ATM) payments. Processing of courier upload will update the MCTFS, pass information to update the Treasury reporting, transmit information to

the Federal Reserve, and/or update the ATM file depending on the payment method selected. Reported transactions are generally available for research within 24 hours following the upload.

6.4 United States Air Force (USAF)

In the Regular Air Force, Air National Guard (ANG), and Air Force Reserve, military personnel support is provided at four levels: unit level by the Commander Support Staff (CSS), the installation or base level by the Military Personnel Flight (MPF), by personnel directorates in the Major Commands (MAJCOMs) and in the Headquarters organizations. At the CSS level, personnel maintain personnel data via Personnel Concept – III (PC-III). At the MPF level, personnel maintain personnel data through PC-III and the Military Personnel Data System (MILPDS). PC-III is linked to MILPDS via a two-way interface and provides worldwide-decentralized access to the centralized MILPDS at the Air Force Personnel Center. At the MAJCOM and Headquarters levels, personnel data is maintained through MILPDS. MILPDS and PC-III provide global, total force (i.e., Regular, Reserve, and Guard) support at more than 200 installations.

Currently, pay support for the Regular Air Force is provided through a base level Financial Service Office (FSO). Input is developed at the installation level FSO and MPF, and provided to DFAS for processing DJMS-AC by DFAS systems (JUMPS JDC II, JDC III, and the Trainee Initial Pay System (TIPS)) and MILPDS. Connectivity between the two functional communities is provided at the field and corporate system levels.

Pay support for ANG members is provided through the base level Financial Management Office (FMO) at each of the 90 ANG locations, the Basic Military Training Center (BMTC) at Lackland AFB, TX and DFAS-Denver. Transactions are developed from the ANG-owned Integrated Military Personnel System (IMPS), MILPDS, the DFAS input systems JUMPS JDC-III, DMO, and the Basic Military Trainee (BMT) system.

Pay support for Air Force Reserve members is provided through the base level Reserve Pay Office (RPO) at each of the 42 Reserve Unit locations. Transactions are developed from the Air Force Reserve Data Collection System (AFRCDCS). The RPOs use the AF Reserve-owned input system, AFRCDCS, to develop transactions for Reserve members in DJMS-RC. The input developed from AFRCDCS is sent via a File Transfer Protocol (FTP) process to Headquarters, Air Force Reserve Command (HQ AFRC) for consolidation and then transferred to by FTP to DFAS-Mechanicsburg.

Air Force Logistics and Officer Training Command provides pay support for Air Force ROTC cadets via the Air Force Cadet Automated Personnel System (AFCAPS). AFCAPS input is sent to DFAS for processing in DJMS-RC. Support for Air Force health professions training programs is provided at the Air Force Institute of Technology.

6.5 DFAS

The DFAS challenge of providing Military Pay Service to its DOD customers is formidable in complexity and is exacerbated by the geographic dispersion of the population serviced.

- The DFAS customer base is voluminous, geographically dispersed worldwide and requires support in peacetime and wartime environments.

- The pay system relies on input change information from fragmented input sources and interfacing databases. This situation is further complicated by today's reliance on older legacy feeder systems and payroll systems. These systems are difficult to change in a synchronized manner. This results in labor intensive and costly workarounds.
- External DOD organizations provide information vital to the member's pay, but information flows primarily in a paper mode. Housing offices submit basic allowance for housing entitlement documents and hospitals submit subsistence collection authorizations to the corresponding finance office vice reporting directly to a DFAS integrated database. The process is cumbersome, input is often untimely, and the end-to-end process does not adequately serve the members, spouses, dependents or commanders. Because no one knows when transactions will hit the pay system, the member/commanders are often unaware of these events until month end pay.
- Annually, legislation enacts entitlement rule changes, most of which are administratively complex to implement in cumbersome personnel and pay legacy systems.

6.5.1 Military Pay Record Processing

Presently, DFAS provides Military Pay processing through four major sites: Indianapolis (DFAS-IN), Cleveland (DFAS-CL), Denver (DFAS-DE), and Kansas City (DFAS-KC). These DFAS sites, historically called centers, support and are supported by nearly 1850 Service (Navy, Air Force, Marine Corps) and DFAS (Army) field offices. The Army's 99 locations throughout the world manage a total of over 1.2 million pay accounts. The Navy's 576 military pay offices maintain 610K records. The Air Force's 237 Finance Offices process 603K pay records while the Marine Corps' 927 field offices, responsible for the input of all personnel and pay transactions, handle 231K accounts. These sites and related field offices process a combined total of over 2.7 million military pay records, distributed among Active Duty personnel, Reserves, Service Academies, ROTC, and Health Professionals. The graphic in Figure 6-1 illustrates the magnitude of the organization, which must be supported via the implementation of a new pay system.

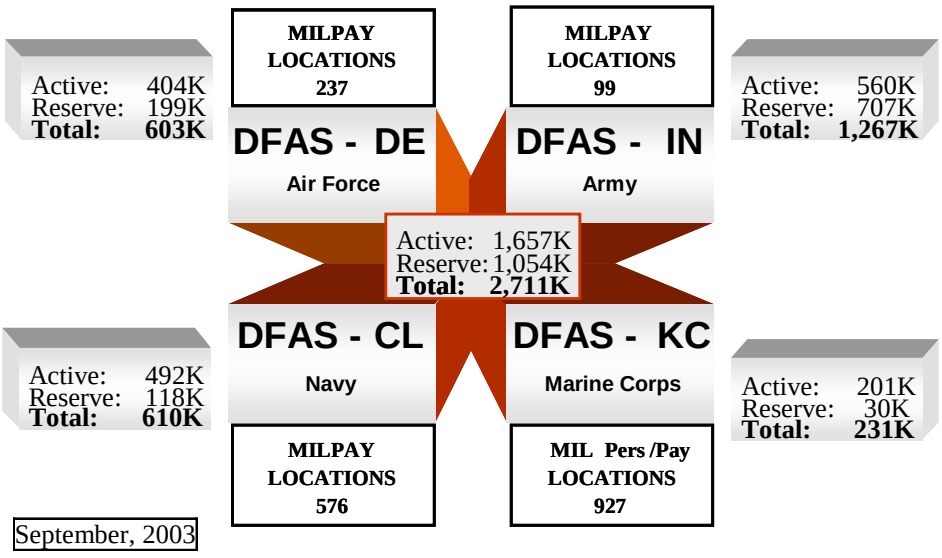

Figure 6-1 Military Pay Customer Base

6.5.2 DJMS Data Sources

Field level finance and personnel offices upload service member data to the DJMS pay system on a regular basis using one of several data input systems. The primary pay data input systems, JDC III and Uniform Microcomputer Disbursing System (UMIDS), belong to DFAS. A large number of pay-related personnel data feeder systems are owned, operated, maintained, and funded by the respective Services and are not included in any of the DJMS operating costs. The central DFAS sites use the JUMPS Data Collection II (JDC II) and the Reserve Component Input System (RCIS). A modern pay data input system, the DMO, has been deployed by DFAS to the field for DJMS input.

6.5.3 Marine Corps Total Force System (MCTFS) Data Sources

Finance/disbursing offices and record accession/reporting applications utilized by the Marine Corps personnel community enter transactions into the MCTFS via an on-line diary reporting application. The Unit Diary/Marine Integrated Personnel System (UD/MIPS) supports all Marines by providing an integrated deployable personnel and pay reporting system. UD/MIPS is a combat proven tactically deployable microcomputer system with a self-contained unit database that has seen service since the mid-1980's. The UD/MIPS provides the Marine commander the ability to update personnel and pay data from anywhere in the world using various communications methods.

6.5.4 Business Area Complexity

The menu of military pay entitlements is broader than that of any commercial enterprise, as depicted in Figure 6-2, Military Pay Functional Complexity and Processing Volumes. Complexity is increasing yearly, as evidenced by the breadth of new/changed entitlements passed into law with the FY2000 Department of Defense Authorization Act. Each Service/Component generally writes its own variations of policy for a given entitlement, increasing the complexity of rules and conditions.

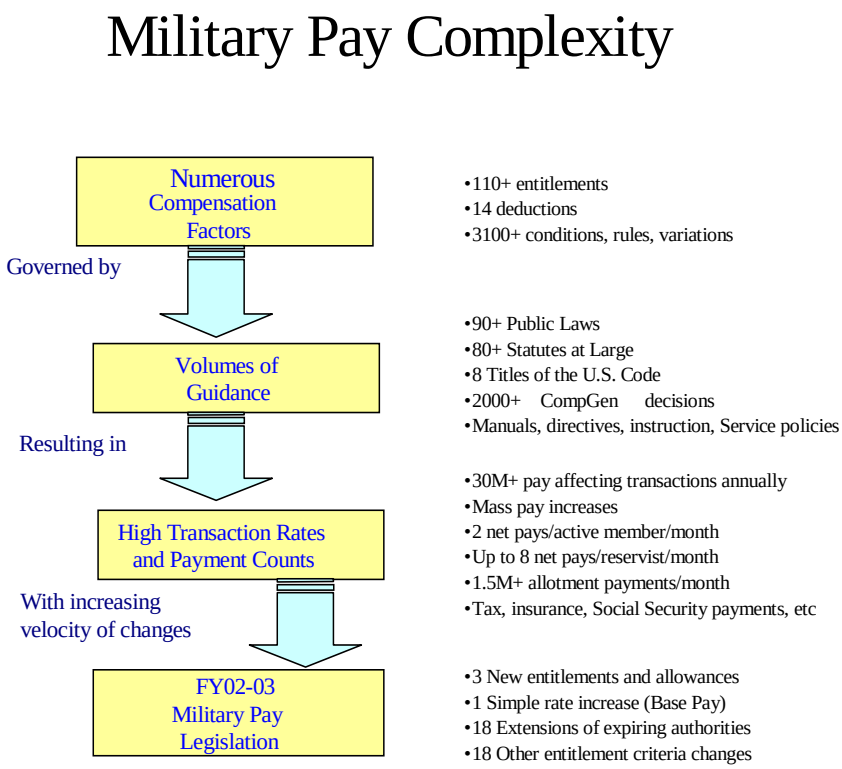

Figure 6-2 Military Pay Functionality Complexity and Processing Volumes

6.5.5 Non-Standard Business Practices

Each DFAS central site military pay operation is unique, despite three sites utilizing the DJMS system. This is due to variant business practice among military service communities supported by these operations. For example, Navy Fleet operations rely heavily on DFAS Cleveland to rework ship input errors and to provide customer service to family members. DFAS Indianapolis reworks the very limited Army personnel systems input it receives so that DJMS can process it in a standard manner. Air Force has used DJMS for more than twenty years and is proficient in its use. As a result, DFAS site operations (including their Call Centers) do not provide standard levels of support or have easily portable services. Moreover, DFAS and the Services (who manage nearly 2000 pay input sites) have limited flexibility, given current pers/pay systems, to realign central or local site military pay operational resources to address crises or meet changing needs.

7 Schedule

7.1 Initial Operating Capability (IOC)

The Initial Operating Capability (IOC) of DIMHRS (Pers/Pay) will be achieved with the validation and successful implementation of functionality deployed to the Army. Specific deployment strategy for the Army will be determined through the Deployment Working Integrated Process Team (WIPT).

DIMHRS (Pers/Pay) functionality will include (at a minimum):

- The establishment of the DIMHRS (Pers/Pay) authoritative database.
- An integrated personnel and pay functionality supporting DIMHRS (Pers/Pay) development and initial fielding to the Army.
- All pay computation and management applicable to Army.
- The implementation of commercial best business practices using a COTS human resources application.
- All applications and processes necessary to support personnel and pay management as documented by current Law and DOD policy Instructions and Directives and including Army specific rules as applicable.
- Industry standard mechanisms to efficiently manage and maintain interfaces with Army legacy systems (DIMHRS to other Army) and other persistent systems currently receiving data from Army personnel systems being subsumed by DIMHRS.

This is the first step towards correcting the personnel and pay inefficiencies caused by multiple, redundant systems supporting personnel and pay within the DOD and the lack of integration between personnel and pay functions.

7.1.1 Implementation

Initially, DIMHRS (Pers/Pay) shall be implemented in facilities that provide Army personnel and/or pay support utilizing the personnel supporting these functions.

7.1.2 Training

Initial and phased training requirements for DIMHRS (Pers/Pay) will be documented by the Training WIPT, via a DIMHRS (Pers/Pay) Training Plan.

7.1.3 Product

DIMHRS (Pers/Pay) will provide complete, accurate and timely personnel and pay data that is reliable, secure and responsive to operational and informational needs at all echelons, to include field levels, personnel record centers, and headquarters elements.

7.1.4 DOD Information Technology Security Certification and Accreditation Process (DITSCAP) Certification and Accreditation

DIMHRS (Pers/Pay) will be certified and accredited under the DoD Information Assurance Certification and Accreditation Process (DIACAP), which is replacing the DOD Information Technology Security Certification and Accreditation Process (DITSCAP).

7.2 Migration Strategy

DIMHRS (Pers/Pay) will be deployed to the Air Force, Navy and Marine Corps in phases. Each Service must be prepared to accept DIMHRS as DIMHRS must be readied for deployment to the respective Service. Migration of legacy data to populate the database with Service data will help determine a Service readiness to begin deployment. The DIMHRS (Pers/Pay) Acquisition Strategy documents the details of this migration strategy.

7.3 Full Operating Capability (FOC)

DIMHRS (Pers/Pay) FOC will be achieved when scheduled Services and their components have successfully migrated legacy data and are using DIMHRS for personnel and pay management functions. Applicable functions are as defined by the Functional Requirements Baseline plus applicable change requests approved and built before initial deployment to a respective Service/component.

8 Program Affordability

8.1 Program Purpose

The overall goal for DIMHRS (Pers/Pay) is to provide a fully integrated military personnel and pay capability for all Components of the Military Services of the Department of Defense. The DIMHRS capability will be designed to resolve the problems identified in the Mission Need Statement and further explained in this document. DIMHRS (Pers/Pay) will provide the Military Services and their components the capability to effectively manage their members during peacetime, war, and through mobilization and demobilization; capturing accurate and timely data throughout. The program's major goals are to provide better support to military personnel, resolve inefficiencies and enhance mission support to the war fighter and Service Departments, by eliminating or reducing data collection burdens, solving operational problems, conserving resources, improving delivery of services, and enhancing readiness. The highest priority of DIMHRS (Pers/Pay) is timely, accurate, and easily understood functional information for the members, commanders in the field, and Service headquarters. The system should be a knowledge-based system that incorporates policy rules to ensure the user is not required to make policy determinations. While it is expected that there will be savings associated with the implementation of DIMHRS (Pers/Pay), that is not a primary driver for the program.

8.2 Status Quo

In order to discuss the affordability of the program, it is necessary to understand the alternative -- the status quo. In the status quo, the Department would continue to develop, modernize and field Service and component specific systems that are based on Service and component specific business rules and data. This impacts the status quo costs in two ways; first, there is the expense of multiple, duplicative development, modernization, and maintenance programs across the Department, and second there is the functional impact of the continuation of a lack of common data and business rules.

Since Service funding for personnel systems is always difficult to obtain, the modernization programs almost always fall short of fully addressing functional requirements and focus instead on implementation of new software and hardware platforms. Examples of this phenomenon include the Army's recent implementation of eMILPO, the Air Force Personnel Data System Military Modernization Project (MILMOD) program and the Navy NSIPS program. In all three cases, enhanced functionality and business process reengineering were sacrificed to allow for more timely implementation. All three were delayed several times from their original implementation schedules.

Because our legacy systems are based on Service and component-specific data and business rules and because there are so many of them, it is difficult for the personnel community to be responsive to policy changes or new legislation. Two examples of these problems include events that occurred during FY 2000.

First, new legislation required that the Department track deployed personnel in new ways to accommodate a new pay authorization for Service members who are deployed for more than 401 days in any consecutive 730 day period. Compliance with the legislation required first that the

Services develop some standard procedures for tracking and counting deployed days and then that the Services implement automated capabilities to capture and manage the information. Although each Service is making a good faith effort to comply, there is a lot of duplication of effort and compliance will be uneven across the Services. Additionally, the functional community has had to invest a great deal of time and resources to develop, review, argue and adjudicate varying interpretations of the legislation.

A second example evolved from a policy decision made by the Deputy Under Secretary of Defense (DUSD) for Military Personnel Policy (MPP). In recent years, several states have introduced competency exams to determine whether or not seniors who have completed high school will receive diplomas. Current Department entrance documentation does not account for this situation. The DUSD (MPP) decided that we need to be able to capture this information so that we can analyze the performance of individuals who completed high school but did not pass the competency exam. In order to do this, a new code had to be developed. After months of meetings and discussions, the Department has recently been able to agree on an implementation plan that can be accommodated by all the different personnel systems. With a single, common system, this matter would have been resolved in minutes rather than months.

A realistic estimate of the cost of the status quo is being developed that will include estimates of the costs for both the Service and component specific system development, modernization and maintenance that will continue absent DIMHRS, and the impact on the functional community and the Department of our inability to respond quickly to policy and legislative changes.

8.3 Comparability and Benchmarking

While it is clear that there is no other organization like the Department of Defense in terms of function or mission, an attempt is being made to compare the costs of developing and implementing an integrated personnel and pay system in other organizations against the projected costs of DIMHRS. DIMHRS team members have obtained information on several private and public sector programs and are continuing to search for organizations that more closely resemble the Department - - for instance, there are plans to look at the oil industry to determine the degree to which their functions match DOD functions. Given the unique nature of the military mission, any comparison with other organizations will have to take into account the differences in functionality required of an integrated personnel and pay system, and even the degree of complexity between like functions. Additional areas where the Department's needs may exceed those of smaller organizations are the volume of transactions the system must support on a daily basis, and the number and size of records that must be available for routine or specialized actions. Some of the new development/implementation efforts that have already been reviewed are the Coast Guard, USAA, Department of Labor, DVA, and DOD civilian personnel.

The Department will service approximately 2.6 million active, reserve, and guard member records, with a one-third surge capability, with:

- 18,300 source data collection points
- 869 geographic locations
- 80,000 concurrent users; and

- about 500 external interfaces.

As a comparison, the Veteran's Administration (VA) is implementing an integrated COTS personnel and pay capability at an estimated cost of $417 million. This system will service approximately 220,000 records, with 84 source data collection points.

As another comparison, the DCPDS is implementing a COTS personnel capability at an estimated cost of $1.3 billion (total program costs, which include more than software development). This system will service 800,000 records at 25 sites.

8.4 Total Program Cost Estimate

The EPMO has completed a detailed and independently validated Life Cycle Cost Estimate (LCCE). While this has no impact on the current acquisition phase, budget adjustments that must be made in the near term are being coordinated with the appropriate agencies. Total program and out-year funding information is maintained by the BTA.

Appendix A. References

Appendix A: References

"Capstone Requirements Document: Global Information Grid," JROCM 134-01 30 August 2001

"Capstone Requirements Document: Global Combat Support System", 5 June 2000

CINC 129 Information Requirements, 29 November 1999

CJCSI 3010.02B, Joint Operations Concepts Development Process, 27 January 2006

CJCSI 3170.01B, Requirements Generation System, 15 April 2001

CJCSI 6212.01D, "Compatibility, Interoperability, and Integration of Command, Control, Communications, Computers, and Intelligence Systems", 08 March 2006

CJCSM 3500.04D, "Universal Joint Task List (UJTL)", Version 4.2, 1 August 2005

DOD IT Standards Registry (DISR), 15 July, 2004

DOD 8320.1-M "Data Administration Procedures", 29 March 1994

DODD 5000.1, "The Defense Acquisition System," 12 May, 2003

DODD 5200.1, "DOD Information Security Program", 13 December 1996

DODD 8500.1, "Information Assurance," 24 October 2002

DODI 8500.2, "Information Assurance," 6 February 2003

DoDI 8510.01 DOD Information Assurance Certification and Accreditation Process (DIACAP) 28 November 2007"

DODI 5000.2R, Operation of the Defense Acquisition System," 12 May, 2003

DODI 8550.cc, "Use of Mobile Code Technologies in DOD Information Systems," November 20, 2003 (Draft)

DODI O-8530.2, "Support to Computer Network Defense (CND)", March 9, 2001

Guide to Federal Requirements For Financial Management Systems, Systems Integration Directorate, Defense Finance and Accounting Service Headquarters, Version 5.0, November 2006

IEEE/EIA 12207 Standard

Information Operations Capstone Threat Assessment, DIA, DI-1577-33-07, 15 Volumes, April 2007, (S//NF//FGI//IMCOM, NOFORN//MR)

ISO/IEC 11179, "Specification and Standardization of Data Elements"

ISO/IEC 15408, "Common Criteria for Information Technology Security Evaluation"

"Mission Need Statement (MNS) for Defense Integrated Military Human Resources System (Personnel and Pay) (DIMHRS (Pers/Pay))", 24 February 1998

National Air and Space Intelligence Center (NASIC) Information Systems (IO) Capstone, DI-1577-26-04, Feb 2004, (S/NF)

National Air Intelligence Center (NASIC) Electronic Warfare Threat Environment Description (TED), NAIC-1574-0731-04, January 2004, (S//NF//)

"National Policy Governing the Acquisition of Information Assurance (IA) and IA-Enabled Information Technology (IT) Products", NSTISSP No. 11, June 2003

Worldwide: Threats to Network Centric Warfare (U), ONI-1573-001-00, October 1999, (S//NF//X1)

Appendix B. Distribution List

Rescinded

Oversight of the DIMHRS (Pers/Pay) system is provided by the Defense Business Systems Acquisition Executive (DBSAE).

Appendix C. List of ORD Supporting Analyses

Appendix C: List of ORD Supporting Analyses

The following documents represent prior analysis conducted to establish and refine the urgent mission requirements underlying the performance capabilities presented in this document.

1.) *Military Source Data Collection Project: An Evaluation of Source Data Collection System*, dated August 1993, OUSD(P&R)

2.) *Final Report of the Defense Science Board Task Force on Military Personnel Information Management*, dated August 1996

3.) *DIMHRS Information Required by Section 8121(b) of the DOD Appropriation Act, 2000,* dated June 28, 2000

4.) CINC Information Requirements for Combat Support Working Integrated Product Team Workshop, 8-10 June 1999

5.) IDA AoA work, March 2001

6.) IDA Comparable Costs, March 2001

Appendix D. CRD – ORD KPP/Requirements Cross-Walk/Linkage

Appendix D: CRD – ORD KPP/Requirements Cross-Walk/Linkage

Explanatory Notes:

Appendix D, CRD - ORD KPP/Requirements Cross-Walk/Linkage, provides a link between the GCSS Capstone Requirements Document (CRD) and the DIMHRS (Pers/Pay) Military Personnel and Pay Functional Processes delineated in Appendix F of the DIMHRS (Pers/Pay) ORD. It also provides a crosswalk between the DIMHRS (Pers/Pay) ORD and the GIG CRD.

The crosswalk was developed by examining the CRD Universal Joint Task Listing (UJTL) Crosswalk (Table 4) for the Operational Elements and Characterizations/Information Exchange Requirements (IERs) applicable to DIMHRS Functionality. Three Operational Elements were found to be applicable, Joint Asset Visibility, Personnel & Force Health Protection, and Acquisition and Finance. The IERs of each were edited to remove non-applicable information. Then, the UJTL listings attached to each of the applicable IERs were examined for tasks relevant to the DIMHRS Functional Processes. Last, these were crosswalked to the appropriate ORD Functional Process Number.

The DIMHRS related Operational Elements:

Joint Asset Visibility	D-3
Personnel & Force Health Protection	D-7
Acquisition and Finance	D-29
DIMHRS (Pers/Pay) to GIG CRD Crosswalk	D-31

CRD OPERATIONAL ELEMENT: Joint Asset Visibility

CHARACTERIZATION (INFORMATION EXCHANGE REQUIREMENTS):

a. It also includes the capability for operations and personnel managers to determine and act on timely and accurate information about the location, quantity, condition, movement, and status of DOD (military, civilian, and contractor) personnel.

CRD TASKS AND DESCRIPTIONS	HOW DIMHRS SUPPORTS TASK	ORD REFERENCE (ORD Appendix F. DIMHRS (Pers/Pay) Military Personnel and Pay Functional Processes)
STRATEGIC NATIONAL TASKS		
SN 4.1 Procure and Distribute Personnel. To procure officers, warrant officers, enlisted personnel, and civilians for the force and to transport them to units and organizations of their Service and other DOD, governmental, and non-governmental support agencies, according to policy and national military strategy. (JP 0-2, 3-0, 3-08v2, 4-0) (JP 1-05, 4-0, 4-01.1) Note: For generation of forces (units/organizations) for theaters, see SN 7, Conduct Force Development. M1 Days From recruitment to commencement of basic training. M3 Percent Of inductees have at least a high school diploma. M4 Percent Of inductees successfully complete basic training. M5 Percent Of military inductees qualify for security clearance. M7 Percent Of officer inductees have at least a bachelors degree.	Administer Enlisted Accession Incentives Process Non-Prior Service (NPS) Enlisted Accessions Process Prior Service (PS) Enlisted Accessions Administer Officer Accession Incentives Process Non-Prior Service (NPS) Officer Accessions Process Prior Service (PS) Officer Accessions Support Personnel Security Programs	F11.01 F11.02 F11.03 F12.01 F12.02 F12.03 F6141.09

M8 Percent Of recruitment goals met during preceding year. M9 Percent Of recruits are female. M10 Percent Of recruits from racial or ethnic minority.		
SN 4.1.1 Determine Requirements and Allocate Human Resources. To determine manpower requirements and allocate the resources from approved positions in the force structure. This task includes determining which requirements will be supported with authorizations (spaces) by grade and skill level. (JP 1-0, 4-0) (JP 2-01, 4-02.1, 5-03.1) M4 Percent Of total military personnel are officers. M5 Percent Of total officer manning are general/flag officers. M8 Percent Of support provided by contractors.	Support Force Structure Planning Manage Reviews of a Member's Official Personnel Information	F31.03 F6112.07
SN 4.3.3 Coordinate Defense-wide Health Services. To coordinate medical services that promote, improve, conserve, or restore the mental or physical well-being and performance of individuals or groups. This task is performed in support of all Services (and other nations as required), both in the field and in CONUS. This task includes: medical, dental, veterinary, optical, and ancillary services; health-related research; medical evacuation and patient transport; medical supply and maintenance; and humanitarian assistance and civic action to other nations. (JP 4-0, 4-02) (JP 3-0, 4-02.1) Note: For humanitarian assistance and civic action see SN 8.1.5, Coordinate Foreign Humanitarian Assistance and Humanitarian and Civic Assistance, and SN 8.1.6, Provide Civil Affairs Support Policy. M2 Percent Of military personnel, fit for duty.	Support Unit Readiness Program	F615.01

M3 Percent Personnel deployed meeting preparation for overseas movement requirements.		
STRATEGIC THEATER TASKS		
ST 4.2 Coordinate Support for Forces in Theater. To coordinate the provision of trained and organizationally sound units and replacements and to provide necessary personnel administration, supply, field, and health services to support theater strategy, campaigns, and routine COMMZ support. (N/A) (JP 1-05, 3-08v1, 4-0, 4-01, 4-01.3, 4-02, 5-03.1) Note: See ST 4.4 Develop and Maintain Sustainment Bases, for providing essential facilities to house, sustain, and support normal or contingency operations from a garrison, base, or bare base site. M4 Percent Of support forces, trained and equipped for salvage and battle damage repair. M7 Percent Of personnel have viable rotation policy. M8 Percent Of personnel support can be contracted. M9 Shortfalls Identified for personnel. M10 Constraints Identified for personnel. M13 Percent Of forces supplied by theater commander, rated C1 for readiness and no forces supplied by theater commander, below C2. M14 Percent Of major units remain untrained in at least one of their METL tasks. M15 Percent Manning level for deployed units during operation. M16 Percent Of individual personnel augmentation requirements, validated by appropriate COCOM approval authority.	Track Personnel in Support of Specified Operations	F334.04

M19 Personnel Per assigned legal officer in theater.		
OP 4.4 Coordinate Support for Forces in the Joint Operations Area (JOA). To coordinate the providing of trained personnel, units, and replacements to joint forces in the JOA. This task also includes providing personnel and health services support for campaigns, major operations, joint task force organizations, and routine COMMZ support. (JP 3-0, 4-0, 4-02.1) (JP 3-07.1, 3-08v1, 4-0, 4-02, CJCSM 3500.05) M1 Percent Of personnel replacement requirements not met. M2 Percent Of personnel support can be contracted. M3 Percent Of replacements adequately trained to perform assigned duties. M4 Percent Of units whose actual manning meets or exceeds authorized levels.	Track Personnel in Support of Specified Operations	F334.04

CRD OPERATIONAL ELEMENT: Personnel & Force Health Protection

CHARACTERIZATION (INFORMATION EXCHANGE REQUIREMENTS):

a. Provide administrative and operational support to units and individual service members. Provide interoperable access between Joint and Service Component personnel automated systems and health (medical, dental), logistics (uniforms, rations), and related systems and databases. Forecast personnel attrition and replenishment flow by Service, grade, specialty codes and sub-codes, and gender. Provide for deceased personnel accounting and tracking through theater level system to point of final internment.

b. Provide real-time information to assess the health care status of operational forces, providing the status of the health care capabilities within Theater including medical unit and medical facility status. Provide decision support information to plan and track casualty evacuation from medical collection points through in-theater medical treatment facilities to CONUS.

c. Provide planning information concerning lift assets and support to forces supporting Non-combatant Evacuation Operations (NEO) and humanitarian assistance missions. This includes the tracking of operational forces and evacuating personnel.

CRD TASKS AND DESCRIPTIONS	**HOW DIMHRS SUPPORTS TASK**	**ORD REFERENCE** (ORD Appendix F. DIMHRS (Pers/Pay) Military Personnel and Pay Functional Processes**)**
STRATEGIC NATIONAL TASKS		
SN 1.2.8 Provide Global Patient Movement and Evacuation. To provide evacuation and control of patient movement worldwide. This task includes the evacuation of combat casualties from theater of operations/joint operation area (JOA) and worldwide movement of ill or injured patients within theater, between theaters or between the theater and CONUS,	Manage Casualty/Disaster Information	F41.01

or within CONUS. (JP 4-0, 4-01.3, 4-02, 4-02.1, 4-02.2,) (JP 3-07.5, 4-01.3, 4-02.2) a) M22 Percent Of patients (scheduled for strategic evacuation), actually evacuated. M26 Percent Of patients scheduled for strategic evacuation (IAW evacuation policy).		
SN 3.4.9 Support Personnel Recovery Worldwide. To provide national policy and support for the peacetime and wartime recovery of isolated personnel and to provide support to their families. This task includes reporting, locating, supporting the person and their family, recovery and return of the isolated person to their family or duty. This support includes developing national level policy, plans, and strategic direction to military support missions requiring national and interagency coordination, such as special operations support to unconventional assisted recovery mechanism (UARM) and other recovery methods. It also includes setting worldwide standards for survival, evasion, resistance, and escape (SERE) training. Included within this task are civil search and rescue, combat search and rescue, and evasion and escape. DOD components provide search and rescue (SAR) facilities for their own operations. These facilities may be used for civil needs on the basis of not-to-interfere with military missions. (JP 3-50, 3-50.2, 3-50.3) (JP 3-07.5, 3-50.2) Note: SAR area coordinators are discussed at ST 6.2.7, Initiate and Coordinate Personnel Recovery in Theater. Participation in the Interagency Committee on Search and Rescue is covered by SN 8.3, Coordinate Military Activities Within the Interagency Process. M2 Percent Of escapees, recovered. b) M4 Percent Of known POW/MIA families made aware of DOD support.	Manage MIA/POW Programs Identify Training Needs/Criteria	F41.03 F22.01

M5 Months Since defense wide SERE training updated.		
SN 4.1 Procure and Distribute Personnel. To procure officers, warrant officers, enlisted personnel, and civilians for the force and to transport them to units and organizations of their Service and other DOD, governmental, and nongovernmental support agencies, according to policy and national military strategy. (JP 0-2, 3-0, 3-08v2, 4-0) (JP 1-05, 4-0, 4-01.1) Note: For generation of forces (units/organizations) for theaters, see SN 7, Conduct Force Development. M1 Days From recruitment to commencement of basic training. M3 Percent Of inductees have at least a high school diploma. c) M4 Percent Of inductees successfully complete basic training. M5 Percent Of military inductees qualify for security clearance. M7 Percent Of officer inductees have at least a bachelors degree. M8 Percent Of recruitment goals met during preceding year. M9 Percent Of recruits are female. M10 Percent Of recruits from racial or ethnic minority.	Administer Enlisted Accession Incentives Process Non-Prior Service (NPS) Enlisted Accessions Process Prior Service (PS) Enlisted Accessions Administer Officer Accession Incentives Process Non-Prior Service (NPS) Officer Accessions Process Prior Service (PS) Officer Accessions Process Personnel Security Programs	F11.01 F11.02 F11.03 F12.01 F12.02 F12.03 F6141.09
SN 4.1.1 Determine Requirements and Allocate Human Resources. To determine manpower requirements and allocate the resources from approved positions in the force structure. This	Support Force Structure Planning Manage Reviews of a Member's Official Personnel Information	F31.03 F6112.07

task includes determining which requirements will be supported with authorizations (spaces) by grade and skill level. (JP 1-0, 4-0) (JP 2-01, 4-02.1, 5-03.1) M4 Percent Of total military personnel are officers. M5 Percent Of total officer manning are general/flag officers. M8 Percent Of support provided by contractors.		
SN 4.1.2 Procure, Train, Supply, Transport, and Maintain Personnel. To procure, train, and assign personnel to authorized positions in the force structure. This task includes accountability of assigned forces and movement of trained personnel replacements to their unit assignments. (JP 1-0,4-0) (JP 3-0, 3-05, 3-61, 4-01.2, 4-02.1) M1 Days Between completion of training and arrival at unit of assignment. (Derived based on assignment dates) M3 Percent of Air Force personnel are college graduates. M4 Percent of Army personnel are college graduates. M6 Percent of Marine personnel are college graduates. M7 Percent of military authorizations filled (have personnel assigned). M8 Percent of Navy personnel are college graduates. M9 Percent of personnel receive assignment to unit prior to completion of initial training. M10 Weeks Initial training rate achieved. M11 Percent Of newly assigned trained personnel that adequately perform their jobs without excessive additional training or supervision.	Support Force Structure Planning Identify Members to Fill Assignment Needs	F31.03 F333.02
SN 4.3 Provide for Personnel Support.	Support Family Care Responsibilities	F51.01

To ensure provision is made for the support of personnel, either in CONUS or overseas in a theater, to include personnel management and morale support, religious support, and health services support. (JP 0-2, 1-0, 1-05, 4-02.1, CJCSM 3122.03) (JP 0-2, 3-07.3) d) M1 Percent Difference between assigned strength and authorized strength (military and civilian). M2 Percent Of difference between assigned strength and present for duty strength. M3 Percent Of DOD positions filled by civilian employees or contractors. M4 Days To replace personnel and fill shortfalls. (Derived.)	Manage Family Care Support Maintain Member-Provided Person Information Support Unit Readiness Program	F51.02 F6112.01 F615.01
SN 4.3.1 Provide Personnel Management and Morale Support. To manage the military personnel and the civilian work force, including procurement, accountability, training, education, utilization, development, promotion, assignments, motivation, retention, and separation/retirement policy. To provide policy for the entertainment and recreational facilities and activities for troops, including motion pictures, libraries, sports, live entertainment shows, Service clubs, musical entertainment, crafts, and outdoor recreation. This activity includes providing resources, facilities, and support to CONUS and OCONUS commands for morale, welfare, and recreation activities, especially rest and relaxation for service members from the rigors of sustained combat, and support operations. (JP 0-2, 1-0, 3-08v2, 3-61), (JP 1-05, 3-04.1) M1 Percent Of personnel involved in educational programs.	Manage Retirement Points Accounting Manage Member Discharge Programs Manage Officer Resignations Process Intra-Service Transfers Process Inter-Service Transfers Process Reserve Category Transfers Transfer Reserves To/From Active Duty Make Personnel Class Changes Manage Voluntary Retirement Manage Involuntary Retirement Promote Enlisted Personnel Promote Officer Personnel Manage Federal Recognition Officer Process Manage Enlisted Retention Program Manage Reenlistments Manage Enlistment Extensions	F6112.04 F71.01 F71.02 F72.01 F72.02 F72.03 F72.04 F72.05 F73.01 F73.02 F42.01 F42.02 F42.04 F45.01 F45.02 F45.03

e) M2 Percent Of personnel who complete initial service/contract obligation. M3 Percent Of personnel retained beyond initial service/contract obligation. M4 Percent Of personnel, in critical/essential occupational areas retained in service (military and civilian). M5 Percent Of Service members participating in rest and recuperation program. M6 Percent Of Service members using MWR facilities.	Manage Officer Retention Program Manage Officer Continuation Forecast Accession Targets Project Training Requirements Identify Members to fill Assignment Needs	F45.04 F45.05 F32.02 F32.03 F333.02
SN 4.3.2 Coordinate Defense-wide Religious Support. To coordinate comprehensive, inter-Service religious ministry support within DOD. This task includes reviewing plans and providing guidance in the provision of religious ministry across the range of military operations. To advise on the ecclesiastical, religious, and moral implications of Joint operations to achieve national security objectives; to advise on Joint religious ministry doctrine and policy, and coordinate chaplaincy issues with foreign military organizations. (JP 1-05) (N/A) f) M1 Percent Of military member faith groups below DOD average for chaplain representation. M2 Percent Of religious faiths, accredited to minister to DOD, with no ministers on active duty. M3 Percent Of military personnel with access to religious services in their faith.	Manage Reviews of a Member's Official Personnel Information	F6112.07
SN 4.3.3 Coordinate Defense-wide Health Services. To coordinate medical services that promote, improve, conserve, or restore the mental or physical well-being and performance of individuals or groups. This task is performed in support of all Services (and other nations as required), both in the field and in CONUS. This task includes: medical, dental,	Support Unit Readiness Program	F615.01

veterinary, optical, and ancillary services; health-related research; medical evacuation and patient transport; medical supply and maintenance; and humanitarian assistance and civic action to other nations. (JP 4-0, 4-02) (JP 3-0, 4-02.1) Note: For humanitarian assistance and civic action see SN 8.1.5, Coordinate Foreign Humanitarian Assistance and Humanitarian and Civic Assistance, and SN 8.1.6, Provide Civil Affairs Support Policy. M2 Percent Of military personnel, fit for duty. M3 Percent Personnel deployed meeting preparation for overseas movement requirements.		
SN 4.7 Acquire, Manage, and Distribute Funds. To perform the resource management function of estimating costs for specific operations and tracking and reporting actual costs to support requests to the US Congress for appropriation of funds for specific operations. It also includes identifying and managing funds that can be made available to theater and operational levels to pay for immediate expenses. Resource management includes planning, programming, and budgeting support (PPBS), budget analysis, management services, and force management support. Finance and accounting functions include overall capturing of the costs of operations via standard accounting systems and other means and the management of the operating systems that pay personnel and providers (contractors, host-nation, suppliers, etc. (JP 4-01.7, 4-03, 4-05, CJCSI 7401.01) (JP 0-2, 3-07.4, 4-0, 4-02.1, CJCSI 5261.01, CJCSI 6211.03) M3 Number of data points to assemble all pertinent financial management issues for the operation.	Maintain Information on Pay Entitlements Based on Geographic Areas Determine Authorization for Foreign Duty Pay	F62.01 F6111.11
SN 5.7.2 Determine Requirements. To determine total force package requirements (personnel and material) for OSD, Military Departments, and Joint Staff to	Support Force Structure Planning	F31.03

support the operational and support objectives of the NMS and the Joint Strategic Capabilities Plan. (N/A) (CJCSI 3100.01) g) M1 Weeks From determination of forces to support national security strategy and national military strategy to formulation of personnel and material requirements. M2 Days From force planning decisions to completion of supporting personnel/materiel program packages for SecDef/OSD review.		
SN 5.7.3 Plan, Program, and Budget. To produce extended future year plans; associated programs and supporting budgets for DOD components in accordance with national and DOD policy guidance and the NMS. This task includes providing policy guidance (e.g. Policy Guidance for Contingency Planning, fiscal guidance, Defense Planning Guidance, Program Manager Guidance Memo, Director of Central Intelligence Strategic Intent) and national security objectives by the National Command Authorities. Program development, execution authority, and responsibility are generally delegated to the DOD Components (JP 3-07.4, 5-0) (JP 5-0, 5-03.1, CJCSI 5114.01, CJCSI 6721.01)	Support Force Structure Planning	F31.03
SN 5.7.3.3 Budgeting. To develop DOD component budgets and a consolidated Defense budget from POMs as modified by PDMs. This task includes the preparation of budget estimate submissions (BESs) by DOD components based on their PDMs, adjustment of budgets by the SecDef and Defense Resources Board through Program Budget Decisions (PBDs), review and comment on PBDs by the Military Departments and other DOD components, preparation of Amended PBDs and the preparation of budget schedules by DOD components for incorporation into the President's budget. (JP 5-0, CJCSI 3100.01) (JP 0-2, 3-07.4, 5-0, 5-03.1, CJCSI 3100.01)	Support Force Structure Planning	F31.03

SN 5.7.4 Accounting. To account for DOD real estate, equipment, supplies, personnel, other assets, and funds in accordance with established policy. (N/A) (JP 3-07.4, 3-50.3, 4-03) M1 Dollars Continuous tracking of expenditures versus budget. M2 Percent Accuracy in accounting for real property, real estate, facilities, equipment, supplies, personnel, funds, and other assets.	Support Force Structure Planning	F31.03
SN 6.1.4 Increase Readiness of Key Mobilization Personnel. To increase readiness levels of active component units in theater, in CONUS, or both. To initiate pre-mobilization actions to increase readiness of RC units and individuals. To augment active forces by ordering to active duty selected reservists. (JP 4-0, 4-05) (JP 1-05, 3-0, 3-07.3, 4-01, 4-05, 5-0) M1 Percent Of selected reservists ordered to active duty report on time. M2 Percent Of selected reservists, contacted. M3 Percent Of selected reservists, not contacted because of incorrect or incomplete addresses. M4 Percent Of reservists report fit for duty. M6 Hours For component commands to identify and assess readiness of units selected for mobilization.	Manage Mobilization Activities	F334.01
SN 6.2 Alert Forces for Mobilization. To transition the force from Reserve component to Active duty status with available personnel and facilities, and to complete all administrative and processing actions. The alert phase begins when units or individuals receive notice of pending order to active duty and ends when the unit enters active Federal service. (JP 4-05) (JP 4-05)	Manage Mobilization Activities	F334.01

M5 Percent Of key personnel report within planning timelines. M7 Percent Of notified units, able to alert all personnel within 24 hours. M8 Percent Of units, notified by non-DOD communications links. M9 Hours To notify Joint Transportation Reserve Unit (JTRU) members selected for activation (from time of activation decision).		
SN 6.2.1 Alert Units and Individuals of Pending Mobilization. To provide readiness for action—the period of time during which troops standby in response to an alarm. This task includes any form of communication used by Service headquarters or other competent authority to notify National Guard and Reserve unit commanders that orders to active duty are pending. (N/A) (JP 4-05) M2 Percent Of key personnel reported within planning timelines. M4 Percent Of alert messages returned for incomplete or inaccurate addresses. M5 Percent Of notified units able to alert all of their personnel within 24 hours. M7 Hours For notified units to identify and report preliminary list of deployable and non-deployable personnel.	Manage Mobilization Activities	F334.01
SN 6.2.2 Prepare Home Station and Mobilization Station/CONUS Replacement Center for Reception of Activated Units and Individuals.	Manage Mobilization Activities Support Unit Readiness Program	F334.01 F615.01

To screen personnel and medical records, notify finance of unit status, prepare for activities at home station, review post-mobilization training support requirements (PTSR), inventory unit property, coordinate retrieval of equipment, verify billeting and subsistence support, and finalize supply and equipment shortages. (JP 4-05) (JP 4-05) M5 Percent Of personnel in deployable health (medical and dental).		
SN 6.2.3 Activate Key Personnel. To order key personnel to active duty. (JP 4-05) (JP 4-05) M1 Percent Of key personnel reported within planning timelines. M3 Percent Of activation messages returned for incomplete or inaccurate addresses.	Manage Mobilization Activities	F334.01
SN 6.2.4 Conduct Preparatory Administrative, Logistic, Medical, and Readiness Activities. To begin activities required at mobilization. These include PTSR, command readiness inspection reports, operational tests and evaluations, readiness reports, POM processing, the unit training readiness status, and informal evaluation and observations for determining unit training shortfalls. Also, combatant commander evaluations of joint training are considered, as appropriate. (JP 4-0, 4-05) (N/A)	Manage Mobilization Activities	F334.01
SN 6.3 Mobilize at Home Station. To bring units to active Federal duty, transition those RC units to Active duty status, and prepare them for departure to their mobilization station. (JP 4-05) (N/A) h) M1 Percent Of required training programs have qualified and sufficient training personnel (at mobilization).	Manage Mobilization Activities	F334.01

M9 Percent Of units report training deficiencies. M10 Percent Of identified training deficiencies, covered by established training plans.		
SN 6.3.1 Assemble Forces and Report Status. To assemble unit members and resources at home station and provide readiness status of personnel, equipment, and training. (JP 4-05, 5-0) (N/A) M8 Percent Of personnel report fully equipped and trained. M10 Percent Of activated members report within recall criteria. M13 Percent Of activated members reported for duty within individual unit designated operational capability standards. M15 Percent Of activated JTRU physically fit and current in job qualification based on unit manning document (UMD). M16 Percent Of activated members physically fit and current in job qualification based on unit manning document (UMD).	Manage Mobilization Activities Support Unit Readiness Program Maintain Physical Readiness Information	F334.01 F615.01 F613.02
SN 6.3.2 Conduct Specified Training. To train personnel and units on designated subjects, to identify training deficiencies, and to begin training to be completed at MS. (JP 4-05) (JP 0-2, 4-0) Note: For training, see SN 7.4, Educate and Train the Force. i) M1: Percent Of required training programs have qualified and sufficient training personnel (at mobilization). M2 Percent Of units report training deficiencies. M3 Percent Of identified training deficiencies, covered by established training plans.	Identify Training Needs/Criteria Process Request for Training Manage Training Attendance/Participation	F22.01 F22.02 F22.03

SN 6.3.3 Requisition MS Training and Support Requirements. To review and request mobilization station training, training ammunition, and MS support requirements. (JP 4-0, 4-05) (N/A) M2 Months Since review of training and support plans.	Manage Mobilization Activities	F334.01
SN 6.5 Prepare Units and Individuals at Mobilization Station (MS) or CONUS Replacement Center (CRC) for Deployment. To determine the operational readiness of a unit at MS, validate the unit for deployment, and to take necessary action to correct shortages and deficiencies in training, manning levels, and equipment. The function includes marshaling RC units (RCU) and preparing vehicles and equipment (weighing, marking, tiedown, inspection, etc.) for deployment. It includes processing non-unit personnel for overseas movement. (JP 4-0, 4-05) (N/A) j) M3 Percent Of RCU, retirees, and IRR fillers, processed within planned timelines. M4 Percent Of health services, provided within planned timelines. M5 Percent Of legal services, provided within planned timelines. M6 Percent Of financial services, provided within planned timelines.	Manage Mobilization Activities	F334.01
SN 6.5.1 Receive and Provide Base and Operations Support for Units and Individuals. To in/out process Reserve component unit (RCU), retirees, and individual ready reserve (IRR) fillers and to provide base operations support, PAR/POM processing, ammunition, reports, coordination/ control for deployment, and other	Manage Mobilization Activities	F334.01

support (e.g., administrative, legal, health services, chaplain, finance). (JP 4-0, 4-05) (JP 4-05) M1 Percent Of units, fully ready and validated for deployment. M3 Percent Of units, not validated because of personnel shortages. M4 Percent Of units, not validated because of training deficiencies. M5 Percent Of units require operational readiness training in order to meet minimum readiness for deployment criteria. M6 Percent Of units with training shortfalls, trained in time to meet deployment timelines. M7 Percent Of individuals fully ready and validated for deployment.		
SN 6.5.2 Evaluate RC Units for Deployment. To evaluate all deploying RC units in the areas of personnel, logistics, and training. This task provides a last-minute check to determine the unit's capability to perform its assigned mission when deployed. (JP 4-05) (CJCSI 3401.02) k) M1 Percent Of units require reallocation or reassignment of personnel to meet minimum readiness for deployment criteria. M3 Percent Of units not validated for training shortfalls.	Manage Mobilization Activities	F334.01
SN 6.5.3 Cross-Level and Redistribute Personnel and Equipment. To reallocate or reassign personnel, or effect transfer in control, utilization, or location of materiel at an installation to meet minimum readiness validation criteria for deploying units. (JP 4-05) (JP 4-05)	Manage Mobilization Activities	F334.01

l) M1 Percent Of units, with personnel shortfalls, cross-leveled to meet deployment timelines. M3 Days Units remain in a deficiency status awaiting personnel or equipment. M4 Percent Of units deploy with excess personnel or equipment. M5 Percent Of units, not validated because of manning shortages. M7 Percent Of units, not validated because of personnel shortages. M8 Percent Of units, not validated because of training deficiencies.		
SN 6.5.4 Train Units and Individuals to Minimum Operationally Ready/POR Status. To plan and conduct operational readiness training at MS to have all units and personnel ready to deploy. (JP 4-0, 4-05) (JP 3-0) Note: For training, see SN 7.4, Educate and Train the Force. m) M1 Percent Of units require operational readiness training to meet minimum readiness for deployment criteria. M2 Percent Of units, with training shortfalls, trained in time to meet deployment timelines. M3 Percent Of units, fully ready and validated for deployment. M4 Percent Of units, not validated because of training deficiencies. M5 Percent Of individuals requiring operational readiness training to meet minimum readiness for deployment criteria.	Manage Mobilization Activities	F334.01

SN 7.4 Educate and Train the Force. To prepare individuals, leaders, and units to fight and win in war as Service, joint, special, and supporting forces, in coordination with multinational, interagency, non-governmental, private voluntary and United Nations agencies/forces/organizations, and to do the same in military operations other than war. This task applies to providing fully educated and trained personnel and units to combatant commands in either a mobilization or non-mobilization operation. This task also applies to training provided through nation assistance to a host-nation in war or military operations other than war. For the host-nation this task can serve as the model for evaluating and developing its education and training requirements. (JP 0-2, 3-0, 3-07, 3-08v2, CJCSI 1800.01, CJCSI 3500.02A) (JP 0-2, 1, 1-05, 3-05, 3-07.1, 3-61, 4-0, 4-01.1, 4-01.2, 4-02.1, CJCSI 3213.01A, CJCSI 3500.02A) n) M10 Percent Of linguists, needed to train host-nation personnel during MOOTW, are available. M11 Percent Of officers assigned to joint billets that have JPME appropriate to their experience and level of responsibility. M14 Percent Of training data current at execution.	Identify Training Needs/Criteria Process Request for Training Manage Training Attendance/Participation	F22.01 F22.02 F22.03
SN 8.2.3 Support Evacuation of Noncombatants from Theaters. To provide for the use of military and civil, including HNS, resources for the evacuation of US dependents and US Government civilian employees and private citizens (US and third nation). Noncombatant evacuation includes providing various support (e.g., health services, transportation, security) to the noncombatants. (JP 3-0, 3-07, 3-07.5, 3-08v2, 3-11, 5-03.1) (JP 1-05, 3-10, 4-01.1, CJCSM 3122.03) M1 Percent Of noncombatant injured or ill evacuees	Manage Noncombatant Evacuation Program	F334.05

evacuated by medical system. M5 Percent Of NEOs have a fully operational JTF. M6 Percent Of American citizens and designated foreign nationals authorized and requesting evacuation safely. M16 Y/N During execution, NEO passengers arrive at their POE NLT their ALD or according to the supported COCOM'S time line. M17 Percent Of noncombatants using health support system, including veterinary support. M18 Percent During execution, NEO passengers arrive at their POD NLT their LAD or according to the supported COCOM'S time line.		
8.4.1.1 STRATEGIC THEATER TASKS		
ST 4.2 Coordinate Support for Forces in Theater. To coordinate the provision of trained and organizationally sound units and replacements and to provide necessary personnel administration, supply, field, and health services to support theater strategy, campaigns, and routine COMMZ support. (N/A) (JP 1-05, 3-08v1, 4-0, 4-01, 4-01.3, 4-02, 5-03.1) Note: See ST 4.4 Develop and Maintain Sustainment Bases, for providing essential facilities to house, sustain, and support normal or contingency operations from a garrison, base, or bare base site. M4 Percent Of support forces, trained and equipped for salvage and battle damage repair. M7 Percent Of personnel have viable rotation policy. M8 Percent Of personnel support can be contracted. M9 Shortfalls Identified for personnel. M10 Constraints Identified for personnel.	Track Personnel in Support of Specified Operations	F334.04

M13 Percent Of forces supplied by theater commander, rated C1 for readiness and no forces supplied by theater commander, below C2. M14 Percent Of major units remain untrained in at least one of their METL tasks. M15 Percent Manning level for deployed units during operation. M16 Percent Of individual personnel augmentation requirements, validated by appropriate COCOM approval authority. M19 Personnel Per assigned legal officer in theater.		
ST 4.2.1 Integrate Supply and Services. To provide field service and supply in support of Service personnel (includes food, water, personal welfare, comfort items, clothing and individual equipment, laundry, bath, renovation, and mortuary affairs). Also, to provide personnel service support and accountability (includes administration (includes education, development, promotion, assignment, retention), finance, legal services and personnel support activities, to include morale and welfare activities in the theater (for example, rest and relaxation)) in preparing theater forces for joint operations and theater level campaigns and routine COMMZ support and for the sustainment of the tempo of operations once begun. (JP 4-0, 4-06) (JP 1-05, 3-05.3, 4-0, 4-02) o) M8 Days Delay in search, recovery, identification, care, and evacuation or disposition of deceased personnel because of lack of graves registration system units. M9 Personnel Per assigned chaplain in theater. M10 Personnel Per assigned legal officer in theater.	Provide Mortuary Support	F41.04

M11 Personnel Per assigned MWR person in theater.		
ST 8.4.3 Coordinate Evacuation and Repatriation of Noncombatants from Theater. To use all available means, including commercial, theater military, host nation, and third-country resources to evacuate US dependents, US Government civilian employees, and private citizens (US and third-country) from the theater and support the repatriation of appropriate personnel to the US. Such operations are conducted in support of the Department of State. Theater organizations at various echelons provide support (for example, medical, transportation, and security) to noncombatants. (JP 3-0, 3-07, 3-07.5) (JP 3-07, 3-08v2, 3-10, 3-57, CJCSI 3110.14, CJCSM 3122.03) p) M4 Percent Of US citizens and designated foreign nationals accounted for by name during evacuation. M5 Percent Of US citizens and designated foreign nationals accounted for. M6 Percent Of US citizens and designated foreign nationals evacuated. M7 Percent Of US citizens desiring, evacuated. M8 Percent Of evacuees available and desiring evacuation, moved (IAW OPLAN timelines).	Manage Noncombatant Evacuation Program	F334.05
1. OPERATIONAL TASKS		
OP 4.4 Coordinate Support for Forces in the Joint Operations Area (JOA). To coordinate the providing of trained personnel, units, and replacements to joint forces in the JOA. This task also includes providing personnel and health services support for campaigns, major operations, joint task force organizations, and routine COMMZ support. (JP 3-0, 4-0, 4-02.1) (JP 3-07.1, 3-08v1, 4-0, 4-02, CJCSM 3500.05)	Track Personnel in Support of Specified Operations	F334.04

M1 Percent Of personnel replacement requirements not met. M2 Percent Of personnel support can be contracted. q) M3 Percent Of replacements adequately trained to perform assigned duties. M4 Percent Of units whose actual manning meets or exceeds authorized levels.		
OP 4.4.1.2 Coordinate Mortuary Affairs in the Joint Operations Area (JOA). Coordinate procedures for the search, recovery, evacuation, identification processing, and temporary burial of remains in the JOA. This task addresses decontamination procedures for processing contaminated remains; processing personal effects of deceased, captured, missing, and medically evacuated personnel; and managing technical services and supplies incident to temporary burial of the remains. This task is normally accomplished through theater mortuary collection points to the joint mortuary affairs office (JMAO). (JP 4-0, 4-06) (JP 0-2, 1-05, 3-07.3, 3-07.5, 4-0, 4-01.7, CJCSM 3122.03, CJCSM 3500.05, MOP 16) M8 Percent Of remains correctly identified. M9 Percent Of remains re-identified after disposition. M12 Days To identify remains at unit level. r) M13 Days To identify remains of recently deceased, unidentified personnel at theater mortuary evacuation point (TMEP). M19 Months To recover remains from temporary interment sites in JOA and evacuate to CONUS (after end of operations in theater). M20 Days To search for, recover, identify, care for, and evacuate or inter deceased personnel (without graves	Provide Mortuary Support	F41.04

registration units).		
OP 4.4.2 Provide for Personnel Services. To provide personnel service support (including administration, finance, chaplain, and individual support) to prepare operational forces for campaigns, major operations, routine COMMZ support, accountability of deployed forces, and the sustainment of the tempo of operations. This task includes providing for rest and relaxation (R&R) facilities. (JP 1-05, 4-01.2, 5-00.2, CJCSM 3122.03) (JP 1-05, 2-0, 3-05.3, CJCSI 3141.01, CJCSM 3500.05) M3 Percent Of military personnel receiving pay on-schedule. M4 Percent Of military personnel with access to MWR/USO facilities. M8 Days To obtain replacement personnel and assign to unit (contingency planning). M10 Days To obtain replacement personnel and assign to unit (deliberate planning). M11 Days To deploy financial personnel to AOR. M12 Percent Of finance support provided to the deployed commander. M13 Percent Of financial customer service provided to deployed personnel. M14 Percent Of dependents receiving family support group network service.	Support the Computation of Member's Actual or Projected Military Pay Support Family Care Responsibilities	F62.03 F51.01
2. JOINT/INTEROPERABILITY TACTICAL TASKS		
TA 4.3 Man the Force. AFT 6.1.1.15 Maintain and Enhance a Quality Force	Support Unit Readiness Program	F615.01

ART 4.6.1 Man the Force NTA 4.4.1.1 Provide Personnel Readiness Management		

CRD Operational Element: Acquisition and Finance

Characterization (Information Exchange Requirements):

c. Provide interoperable access between Joint and Service Component personnel automated systems and finance (pay) databases.

CRD TASKS AND DESCRIPTIONS	**3. HOW DIMHRS SUPPORTS TASK**	**4. ORD REFERENCE** (ORD Appendix F. DIMHRS (Pers/Pay) Military Personnel and Pay Functional Processes)
STRATEGIC NATIONAL TASKS		
SN 4.7 Acquire, Manage, and Distribute Funds. To perform the resource management function of estimating costs for specific operations and tracking and reporting actual costs to support requests to the US Congress for appropriation of funds for specific operations. It also includes identifying and managing funds that can be made available to theater and operational levels to pay for immediate expenses. Resource management includes planning, programming, and budgeting support (PPBS), budget analysis, management services, and force management support. Finance and accounting functions include overall capturing of the costs of operations via standard accounting systems and other means and the management of the operating systems that pay personnel and providers (contractors, host-nation, suppliers, etc. (JP 4-01.7, 4-03, 4-05, CJCSI 7401.01) (JP 0-2, 3-07.4, 4-0, 4-02.1, CJCSI 5261.01,	Support Force Structure Planning Support the Computation of Member's Actual or Projected Military Pay	F31.03 F62.03

CJCSI 6211.03) M3 Number of data points to assemble all pertinent financial management issues for the operation.		

GIG CRD COMPLIANCE CHECKLIST					
CRD Section Heading	**CRD Para #**	**CROSSWALK ITEMS**	**ORD Sect.**	**ORD Sub-Sect #**	**YES, NO, N/A**
CHAPTER I: GENERAL DESCRIPTION OF OPERATIONAL CAPABILITY					
GIG Reference	I.B.3	Does the GIG CRD appear in the Related Documents section?	Appendix A		YES
Operational Concept	I.D	If the OV-1 depicts information exchange relationships, are the producer, user, and command node entities identifiable?	D-31 GIG CRD Crosswalk		N/A IERs in SV-1, OV-3, and Appendix G (G4-G62)
		Does the operational concept include external information exchange?	Appendix G	SV-1	YES
GIG Implementation Guidelines	I.E	Have each of the following GIG implementation guidelines been considered and applied in the ORD as appropriate?	2		YES
		GIG implementation done in accordance with the standards included in the most current version of the DOD JTA?	1	1.3	YES Now DISR
		All new Command, Control, Communications, Computers and Intelligence (C4I) emerging systems and upgrades to be fielded as level 6 DII COE compliant with the goal of achieving level 8 compliance?	4.2	4.2.7	N/A DII COE replaced
		System is either standards-based or employs commercial-off-the-shelf (COTS) technologies to: - Facilitate joint, allied, and coalition interoperability? - Simplify integration? - Reduce both long and short-term costs?	1	1.3	YES
		System is to be scalable, affordable, sustainable and extensible with respect to its functionality?	1	1.3	YES

GIG CRD COMPLIANCE CHECKLIST					
CRD Section Heading	**CRD Para #**	**CROSSWALK ITEMS**	**ORD Sect.**	**ORD Sub-Sect #**	**YES, NO, N/A**
		System is designed to accommodate change and facilitate the integration of future systems and technologies as they evolve?	1	1.3	YES
		System is consistent with current DOD, IC, and commercial efforts regarding data and metadata standardization?	1 4	1.3 1.5 4.1.6	YES
		Additional manpower requirements are minimized?	5.5	5.5.2	YES
		Reliability, availability, survivability, and maintainability features of the system are designed to support all functions necessary to meet the requirements documented in Chapter IV, including the ability to recover from critical failures?	4.4	4.4.3 4.4.4	YES
		Emphasis is placed on reducing the complexity, time, and cost of training?	4.2	4.2.11	YES
		System will be tested and certified for interoperability IAW Joint Interoperability Test Command (JITC) requirements and demonstrated during DT and OA/OT test procedures.	1.5	#2	YES
		System designed using an open systems approach and adhering to applicable standards within the JTA?	1 1.5 5.3	1.3 #2 5.3.1	YES
		Bandwidth and throughput requirements along with implications to strategic, fixed, theater, and tactical architectures are considered?	1.5	#2	YES
		United States Imagery and Geo-spatial Information Service (USIGS) standards used for the processing and display of imagery and geospatial data across the GIG ?			N/A
		System will be developed, tested, and deployed in a manner that is compliant with all appropriate treaties and international agreements?			N/A

GIG CRD COMPLIANCE CHECKLIST					
CRD Section Heading	**CRD Para #**	**CROSSWALK ITEMS**	**ORD Sect.**	**ORD Sub-Sect #**	**YES, NO, N/A**
		System will be tested and certified for interoperability IAW Joint Interoperability Test Command (JITC) requirements and demonstrated during DT and OA/OT events using DT and OA/OT test procedures?	DIMHRS Test & Evaluation Master Plan (TEMP) JITC is one of our testing agencies		
		System enables users to operate in a multilingual environment to overcome the inherent language barriers of multinational and coalition operations?			NA
		System mitigates security risks and meets all current security provisions articulated in appropriate DOD and IC policies, procedures, and instructions including DODD 8500.aa?	1 4.2 4.5 5.3	1.3 4.2.3 4.5.4 5.3.1 5.3.8	YES
		System uses standards-based rather than system-unique security mechanisms?	1 4.2 4.5 5.3 7.1	1.3 4.2.3 4.5.4 5.3.1 5.3.8 7.1.4	YES
		ORD considers ongoing developments and evolving specifications in the following areas (as applicable): - Joint Operational Architecture (JOA)? - Nuclear C2 Systems Technical Performance Criteria (NTPC)?	 1.5 5.3 	 #7 5.3.1 	 YES N/A

GIG CRD COMPLIANCE CHECKLIST					
CRD Section Heading	**CRD Para #**	**CROSSWALK ITEMS**	**ORD Sect.**	**ORD Sub-Sect #**	**YES, NO, N/A**
		- GIG Architecture? - Mission Information Management (MIM) Architecture?	4.1 4.2	4.1.8 4.2.7	YES N/A
		Time-phased requirements developed in ORD, with associated objectives and thresholds, IAW DODI 5000.2?	1	1.6	YES
CHAPTER II: THREAT					
Threat to be Countered	II.	If information exchange is fundamental to the ORD, does Chapter II mention Information Operations, Computer Network Attack, Computer Network Exploitation, Electronic Warfare, and Electromagnetic Pulse?	2		YES
CHAPTER III: SHORTCOMINGS IN MISSION AREA AND EXISTING SYSTEMS					
Shortcomings	III	Does the ORD describe shortcomings or absence of existing capabilities and systems to fulfill the needs of the GIG functions described in Chapter I? As applicable, are GIG shortcomings addressed such as: lack of interoperable applications; limited ability to rapidly catalog, search, and retrieve required information; limited ability to effectively and efficiently use existing RF spectrum; limited ability to move digital information seamlessly; lack of asset visibility resulting in limited ability to effectively manage a common user network; limited means to prioritize information and establish profiles; limited ability to support multilevel security operations?			YES, as applicable
CHAPTER IV: CAPABILITIES REQUIRED – PROCESS FUNCTION					
Processing Efficiency and Effectiveness	IV.B.2b	All computing processes of system shall optimize the use of constrained computing and dissemination resources (**Threshold**)?			N/A

GIG CRD COMPLIANCE CHECKLIST					
CRD Section Heading	**CRD Para #**	**CROSSWALK ITEMS**	**ORD Sect.**	**ORD Sub-Sect #**	**YES, NO, N/A**
Reuse Of Information Products	IV.B.2c	System's previously generated, shareable information products (i.e., processed data) shall be reused to maximize consistency and efficiency, and to minimize process redundancy (**Threshold**)?	1	1.3	YES
Processing Mode	IV.B.2d	System shall have processes to accommodate an interactive and multimedia processing environment (**Threshold**)? System's need for processing modes other than interactive and multimedia, especially batch processing, shall be clearly demonstrated and justified prior to their adoption (**Threshold**)? System shall use time-critical processing when dealing with survival information, in order to meet stringent timeliness requirements (**Threshold**)?			N/A
Cohesiveness	IV.B.2e	Each process of the system shall accomplish a well-defined single function so as to achieve cohesion and enhance process reusability and system maintainability (**Threshold**)?	1 Appendix F	1.3 1.5	YES
Modularity	IV.B.2f	System's processes shall be modular to reduce maintenance and promote reusability (**Threshold**)?	1	1.3	YES
Process Reusability	IV.B.2g	System shall have, to the maximum extent possible, processes that are designed (using off–the–shelf standard components built according to an open standard) and implemented to be reusable in multiple systems and computing environments as plug and play "commodities" or "generics" rather than custom built from scratch each time (**Threshold**)?	4		YES
Reliability	IV.B.2h	System shall have processes that are classified either as deterministic or non-deterministic, with each deterministic process producing consistent and definite results, and each non-deterministic process specifying a range with boundary limits and the expected average for each output generated (**Threshold**)?			N/A

GIG CRD COMPLIANCE CHECKLIST					
CRD Section Heading	**CRD Para #**	**CROSSWALK ITEMS**	**ORD Sect.**	**ORD Sub-Sect #**	**YES, NO, N/A**
Validation	IV.B.2i	The accuracy of outputs from the system's processes, deterministic or otherwise, shall be testable, meaning that processes shall be executable and the actual outputs generated by a process shall conform to expected outputs governed by operational requirements (**Threshold**)? In the case of the system's non-deterministic processes, it shall be possible to predict all outputs within specified limits (**Threshold**)?			N/A YES, but in other program documents
Verifiability	IV.B.2j	System shall have processes that facilitate verification, and verification activities shall be performed to discover design errors and demonstrate the conformance of the system to the specified requirements (**Threshold**)?			N/A YES, but in other program documents
Interprocess Communications	IV.B.2k	To achieve interoperability among the system's processes, all processes shall use standardized mechanisms to communicate with each other, and process interfaces shall follow established standards for interprocess communications regardless of whether they are communicating with processes residing within the same computing system or with processes residing on remote systems (**Threshold**)?			N/A
Process Prioritization	IV.B.2l	System's processes shall be responsive to task prioritization dynamically (**Threshold**)?			N/A
Process Adaptability	IV.B2m	All critical processes of the system shall have the capability to monitor the available resources and dynamically adjust their processing characteristics and behavior in accordance with the resources made available for their use (**Threshold**)?			N/A

GIG CRD COMPLIANCE CHECKLIST					
CRD Section Heading	**CRD Para #**	**CROSSWALK ITEMS**	**ORD Sect.**	**ORD Sub-Sect #**	**YES, NO, N/A**
Standards-Based Processing	IV.B.2n	All processes of the system shall demonstrate compliance with existing directives, instructions, and prescribed standards, to include appropriate performance-based standards (**Threshold**)?	4.2 4.5 5.3	4.2.7 4.5.4 4.5.6 5.3.6	YES
Process Security	IV.B.2o	All processes of the system shall be protected and secured at appropriate levels and be visible to and cooperate with all information assurance operations (**Threshold**)?	5.3	5.3.8	YES
Non-GIG Interoperability	IV.B.2p	System's processing shall accommodate non-DOD (**Threshold**) and allied and coalition (**Objective**) operations when necessary?	1	1.3 1.5	YES
Robust & Flexible Processing	IV.B.2q	All process failures and processing exceptions of the system shall be handled through error handling and recovery mechanisms which are consistent with threat and risk levels associated with the processing task (**Threshold**)?			N/A
Analytical and Collaboration Services	IV.B.2r	System's processing shall support analytical and collaboration capabilities through services that support collaborative planning, decision-making aids, modeling and simulation, data mining, intelligent agents and virtual workspaces (**Threshold**)?	1 4.1	1.3 4.1.8	YES, as applicable
Information Management Support	IV.B.2s	System's processing shall accommodate all Information Management (IM) tasks related to creation, acquisition, transmission, organization, storage, dissemination, presentation, protection and disposition of information, as well as other information processing tasks guided by and in compliance with the DOD CIO IM Strategic Plan (**Threshold**)?	4.5 5.3	4.5.4 5.3.8	YES

GIG CRD COMPLIANCE CHECKLIST					
CRD Section Heading	**CRD Para #**	**CROSSWALK ITEMS**	**ORD Sect.**	**ORD Sub-Sect #**	**YES, NO, N/A**
Interface Definition	IV.B.2t	All process interfaces of the system shall be well defined and clearly specified to include at a minimum all input specifications, output specifications, and specifications for controls required for triggering the process (**Threshold**)?	Appendix G	OV-3	YES, detail on supporting architecture views in DIMHRS C4ISP
Cross-Platform Functionality	IV.B.2u	System's processes shall be independent of the computing platform regardless of the programming or scripting (**Threshold**)?	4		YES
Process Availability	IV.B.2v	System's processing components shall ensure that the overall system availability is not compromised due to run-time process failures (**Threshold**)?			N/A
CHAPTER IV: CAPABILITIES REQUIRED – STORE FUNCTION					
Data Interoperability	IV.B.3b	System shall identify and use common standards for data and metadata representation (**Threshold**)? All of a system's data that will be exchanged, or has the potential to be exchanged, shall be tagged in accordance with the JTA standard for tagged data items (e.g., Extensible Markup Language [XML], the current JTA standard), and tags shall be registered in accordance with the DOD XML Registry and Clearinghouse policy and implementation plan (**Threshold, KPP**)?	1 1.5 4.1 5.3	1.3 #4 4.1.6 4.1.8 5.3.6	YES
Information Integrity	IV.B.3c	System's storage process shall not alter stored data in a manner that compromises the integrity of the data/information (**Threshold**)?	4.2	4.2.4	YES
Infrastructure Management	IV.B.3d	System shall provide visibility of storage infrastructure to efficiently manage storage capacity and provide the capability to remove/discard stored data as required (**Threshold**)?			N/A

GIG CRD COMPLIANCE CHECKLIST					
CRD Section Heading	**CRD Para #**	**CROSSWALK ITEMS**	**ORD Sect.**	**ORD Sub-Sect #**	**YES, NO, N/A**
Data Distribution	IV.B.3e	System's data shall be stored in a manner that facilitates distribution IAW processing and transport needs and supports the rapid retrieval of information by the user (**Threshold**)? Each item of stored data in the system shall have a single discrete source of reference so that future updates of that data, while being stored in other locations, will be able to refer back to the single reference source, thus ensuring that the information is being updated with the most current available version (**Threshold**)?	4.1	4.1.2 4.1.6	YES
Data Survivability	IV.B.3f	System's data shall be stored in a manner that assures the required access to and use of all needed data, and in a way that prevents the loss of stored data from physical threats such as fire, water damage, information operation threats, and Electromagnetic Pulse (EMP) as appropriate to the information being stored (**Threshold**)?	4.1 4.5	4.1.2 4.5.3 4.5.5	YES
Data Security	IV.B.3g	System's data being stored shall include its classification and releasability criteria within the semantic tag or associated schema (**Threshold**)?	4.1	4.1.6	YES
Data Disposal	IV.B.3h	System's data that is no longer required shall be disposed of effectively and efficiently, so that the storage space that was used by the disposed data can be used for the storage of new data without the user having to do any additional actions once the decision to dispose has been made (**Threshold**)?			N/A
Data Retention	IV.B.3i	System's data shall be retained in a manner that meets all mission and regulatory guidance and is transparent to the user (**Threshold**)?			N/A
CHAPTER IV: CAPABILITIES REQUIRED – TRANSPORT FUNCTION					
Switching/ Routing/ Transmission	IV.B.4b	System providing switching, routing, and transmission control capabilities/mechanisms shall be fully interoperable and work seamlessly across the entire GIG in accordance with *DOD JTA* (**Threshold**)?	5.6	5.3.6	N/A

GIG CRD COMPLIANCE CHECKLIST					
CRD Section Heading	**CRD Para #**	**CROSSWALK ITEMS**	**ORD Sect.**	**ORD Sub-Sect #**	**YES, NO, N/A**
Spectrum Supportability/ Electromagnetic Environmental Effects	IV.B.4c	System shall optimize use of the available electromagnetic spectrum through efficient frequency reuse and advanced modulation, compression and filtering techniques, and shall comply with DOD, National and International spectrum management policies as applicable (**Threshold**)? System shall be mutually compatible with other systems, including allied and coalition systems, in the operational environment and shall not be degraded by electromagnetic environmental effects (**Objective**)?	5.6	5.3.6	N/A
Quality of Service	IV.B.4d	Transport system shall provide QoS capabilities that ensure that information identified as priority is delivered ahead of regular traffic 99% of the time (**Threshold, KPP**) and 99.9% of the time (**Objective, KPP**)**?** Required QoS factors include: • Prioritization. End users shall be able to assign priority to information targeted for transport (**Threshold**)? • Response Time. All transport capabilities shall be designed to meet or exceed customer stated response times (**Threshold**)? • Precedence. Data shall receive expedited handling during transport in accordance with the commander's policy and user assigned priority (**Threshold**)? • Reliability. Delivery of information shall be guaranteed in accordance with its assigned broadcast level (**Threshold**)? • Latency. It shall be possible to deliver information in real and/or near real time as required (**Threshold**)?	5.6	5.3.6	N/A
Information Integrity	IV.B.4e	System shall maintain and guarantee during transport the integrity of all information elements exchanged throughout the GIG to enable user confidence; information integrity shall be 99.99% (**Threshold, KPP**) and 99.999% (**Objective, KPP**).	5.6	5.3.6	N/A
Standards	IV.B.4f	To ensure system interoperability across the GIG and to support uninterrupted service, all GIG transport capabilities shall be standards-based using *DOD JTA* and DOD CIO prescribed standards, as applicable (**Threshold**)?	5.6	5.3.6	N/A

GIG CRD COMPLIANCE CHECKLIST					
CRD Section Heading	**CRD Para #**	**CROSSWALK ITEMS**	**ORD Sect.**	**ORD Sub-Sect #**	**YES, NO, N/A**
Connectivity	IV.B.4g	Transport system shall provide connectivity on demand to all fixed and deployed locations/users (**Threshold**)? Transport systems shall have the ability to maintain network connectivity on-the-move to meet Service/JTF requirements in all warfighting environments (afloat, sub-surface, airborne, in space, on the ground) (**Objective**)?	5.6	5.3.6	N/A
Capacity	IV.B.4h	With minimal exceptions, GIG transport capacity shall be viewed as an open system that is available to transport information from all domains utilizing unicast, multicast, and broadcast techniques to provide information on demand to the warfighter/decision maker (**Threshold**)? Transport system shall have the reserve capacity to accommodate surge loading and support multiple military operations as described in Defense Planning Guidance (**Objective**)?	5.6	5.3.6	N/A
Technology Insertion	IV.B.4i	To effectively keep pace with advances in technology that have the potential to render existing systems obsolete shortly following acquisition, the GIG shall enable and support the seamless and efficient insertion and incorporation of emerging (future) technologies into the transport domain (**Threshold**)?	5.6	5.3.6	N/A
Security	IV.B.4j	System shall provide link and transmission security based on the level of risk acceptable to the user, and the GIG security architecture shall support use of clear headers if and when necessary (**Threshold**)?	5.6	5.3.6	N/A
Robustness	IV.B.4k	To avoid any single point of failure, the GIG shall use multiple connectivity paths (not susceptible to the same threat) and media (**Threshold**)?	5.6	5.3.6	N/A
Scalability	IV.B.4l	Transport capability shall be scalable and adaptable to meet dynamic needs of users (**Threshold**)?	5.6	5.3.6	N/A
Survivability	IV.B.4m	Transport system shall be protected against all potential threats commensurate with the operating environment and the criticality of the information being transported, and shall also ensure connectivity through the total threat environment (i.e. conventional and nuclear) (**Threshold**)?	5.6	5.3.6	N/A

GIG CRD COMPLIANCE CHECKLIST					
CRD Section Heading	**CRD Para #**	**CROSSWALK ITEMS**	**ORD Sect.**	**ORD Sub-Sect #**	**YES, NO, N/A**
Availability/ Reliability	IV.B.4n	Transport capabilities shall be available to provide reliable information exchange services to the warfighter/decision maker on demand and shall be responsive to the criticality of the information to be exchanged (**Threshold**)?	5.6	5.3.6	N/A
Tactical Deployability	IV.B.4o	Transport system supporting tactical forces shall minimize lift requirements and be transportable using existing JTF/Service notional lift capability (**Threshold**)?	5.6	5.3.6	N/A
Transport Element Status	IV.B.4p	All transport elements (e.g., switches, routers, etc.) shall be capable of providing status changes to network management devices by means of an automated capability in near real time 99% (**Threshold, KPP**) and 99.9% (**Objective KPP**) of the time?	5.6	5.3.6	N/A
Secure Voice Interoperability	IV.B.4q	Strategic and tactical secure voice systems shall be interoperable, with a 99% (**Threshold, KPP**) and 99.9% (**Objective, KPP**) call throughput success rate?	5.6	5.3.6	N/A
Secure Voice with Allied and Coalition Forces	IV.B.4r	Secure voice cryptography shall be provided to or developed with allied forces that enable interoperability (**Threshold**)? Secure voice systems shall be interoperable with coalition forces (**Objective**)? A secure voice system shall be able to be provided to coalition forces that is interoperable with the U.S. version using coalition releasable technology (**Threshold**)?	5.6	5.3.6	N/A
Information Over Tactical Data Links	IV.B.4s	Systems transporting/exchanging information over tactical data links (TDLs) shall use one or more members of the J-Series Family of Tactical Data Links in accordance with the DOD Joint Tactical Data Link Management Plan (JTDLMP) and the DOD Joint Technical Architecture (JTA) (**Threshold**)?	5.6	5.3.6	N/A
CHAPTER IV: CAPABILITIES REQUIRED – HUMAN-GIG INTERACTION (HGI) FUNCTION					
Output/Input	IV.B.5b	System's HGI shall present to and accept information from humans using a combination of visual, aural, tactile, and/or other sensory methods (**Threshold**)?			NO

GIG CRD COMPLIANCE CHECKLIST					
CRD Section Heading	**CRD Para #**	**CROSSWALK ITEMS**	**ORD Sect.**	**ORD Sub-Sect #**	**YES, NO, N/A**
Feedback	IV.B.5c	System's HGI shall provide unobtrusive confirmations of user input and actions, to include implicit visual, aural and/or tactile feedback in response to user actions, as well as, explicit notifications that entered data was properly entered and accepted by the system, and/or errors were detected (**Threshold**)?			NO
Specialized Environments	IV.B.5d	System's HGI shall functionally accommodate use in a nuclear, biological, and chemical (NBC) or other specialized operating environment as designated by mission needs (**Threshold**)?			NO
Usability	IV.B.5e	System's HGI shall be useable by all end user skill levels in the aspects of learnability, flexibility, and tailorability, which shall be verified by iterative user testing (**Threshold**)?			NO
Task Efficiency	IV.B.5f	System's HGI shall provide decision aids and tools as necessary to maximize users' efficiency and performance of their task, with operator aids designed to support specific user tasks and tailored to the information needs of the targeted user (**Threshold**)?			NO
User-Centered Design	IV.B.5g	A user-centered design process and user testing shall be employed for the system's HGI to ensure that the end-user's cognitive framework and expectations are accommodated by the system design (**Threshold**)?			NO
Standards	IV.B.5h	System's HGI shall be compliant with the DOD JTA (**Threshold**)?			NO
Neutrality	IV.B.5i	System's HGI presentation format shall not change the intended meaning of the information being presented; thus all data shall be clearly labeled to avoid misinterpretation or confusion (**Threshold**)?			NO
Ergonomics	IV.B.5j	To minimize user fatigue and discomfort, the system's HGI hardware and software elements shall be ergonomically designed with respect to the user's operating environment (**Objective**)?			NO
Errors	IV.B.5k	System's HGI shall be designed to minimize user input/mechanical/perception errors (**Threshold**)?			NO

GIG CRD COMPLIANCE CHECKLIST					
CRD Section Heading	**CRD Para #**	**CROSSWALK ITEMS**	**ORD Sect.**	**ORD Sub-Sect #**	**YES, NO, N/A**
On-line help	IV.B.5l	System's HGI shall provide context-sensitive on-line help at the user's request, thus eliminating/reducing the need for off-line support or documentation that may distract the user from the intended task (**Threshold**)?			NO
CHAPTER IV: CAPABILITIES REQUIRED – NETWORK MANAGEMENT FUNCTION					
Situational Gig End to End Awareness	IV.B.6.a.(2)	To accomplish GIG end-to-end situational awareness, system shall have the NM capability of automatically generating and providing an integrated/correlated presentation of network and all associated network assets (**Threshold**)?			N/A
Dynamic, Predictive Planning	IV.B.6.a.(3)	System shall have the NM capability to perform dynamic, predictive planning by gathering, storing and using knowledge about GIG assets/resources, so as to optimize their utilization (**Threshold**)? System shall have the NM capability to create/modify/distribute network plans and orders IAW user requirements (**Threshold**)?			N/A In DIMHRS development design documents
Distributed and Partitioned Network Control	IV.B.6.a.(4)	System shall have the NM capability to rapidly transfer control of one or more objects or groups of varying size, and reestablish control when relinquished without hindering end-to-end visibility by the senior network manager, while maintaining continuous control (**Threshold**)?			N/A
Remote Object and Network, Control and Configuration	IV.B.6.a.(5)	System shall have a NM capability that leverages existing and evolving technologies and has the ability to perform remote network device configuration/reconfiguration of objects that have existing DOD JTA management capabilities (**Threshold**)?			N/A
Network Status	IV.B.6.a.(6)	System shall have an automated NM capability to obtain the status of networks and associated assets in near real time 99% (**Threshold, KPP**) and 99.9% (**Objective, KPP**) of the time.			N/A

CRD Section Heading	CRD Para #	CROSSWALK ITEMS	ORD Sect.	ORD Sub-Sect #	YES, NO, N/A
Automated Fault Management	IV.B.6.a. (7)	Systems shall have the NM capability to perform automated fault management of the network, to include problem detection, fault correction, fault isolation and diagnosis, problem tracking until corrective actions are completed, and historical archiving (**Threshold**)?			N/A
CHAPTER IV: CAPABILITIES REQUIRED – INFORMATION DISSEMINATION MANAGEMENT (IDM) FUNCTION					
Requirement Identification	IV.B.6.b. (2)	System shall have an IDM capability to assist users in efficiently identifying their information requirements in a manner that captures key attributes associated with these requirements (e.g., timeliness, quantity, confidence level, etc.) (**Threshold**)?	4	4.1	YES
Search Driven Information	IV.B.6.b. (3)	System shall have an IDM capability to acquire needed information by search queries, with successful searches yielding 85% of available, needed information based on the user query and with no more than 20% of the received information being irrelevant/unusable (waste) or failed searches (**Threshold, KPP**); and yielding 95% of available, needed information and with no more than 10% of the received information being irrelevant/unusable (waste) or failed searches (**Objective, KPP**)? System shall have an IDM capability to locate and characterize available information of interest that minimizes information overload (**Threshold**)?	4.1 4.2	4.1.5 4.2.12	YES
Information Advertisement	IV.B.6.b. (4)	System shall have an IDM capability through which an information producer's products become known to the user population (**Threshold**)?			NO
Quality of Advertisements	IV.B.6.b. (5)	System shall have an IDM capability that will enable information producers to describe their information products accurately using established search words and level of description 90% of the time (**Threshold**)?	4.2	4.2.12	YES
Product Descriptions	IV.B.6.b. (6)	System shall have an IDM capability that enables information producers to label their products using standardized metadata (including classification) (**Threshold**)?	4.1	4.1.6	YES

GIG CRD COMPLIANCE CHECKLIST					
CRD Section Heading	**CRD Para #**	**CROSSWALK ITEMS**	**ORD Sect.**	**ORD Sub-Sect #**	**YES, NO, N/A**
Source Cataloging	IV.B.6.b. (7)	System shall have an IDM capability that enables information producers to automatically build catalogs of information products and product updates based on available information products and users' profile requests (**Objective**)?			N/A Design Documentation (data warehouse)
Profile Management	IV.B.6. b. (8)	System shall have an IDM capability that supports building profiles based on collaboration of information requests from users (through their profile requests), the commander's IM policy, and on information producers applying appropriate rule sets (e.g. security) (**Threshold**). System shall have an IDM capability that enables profiles to be transferable and reusable (**Threshold**). System shall have an IDM capability that enables automatic recognition of a change in Commander's Dissemination Policy (CDP) during profile creation, alerting the customer to that change and adjusting/modifying the profile to conform to the CDP (**Threshold**)?	4.1 4.2 4.5	4.1.7 4.2.3 4.2.4 4.5.4	YES
Profile Driven Information	IV.B.6.b. (9)	System shall have an IDM capability that enables the user to identify information requirements (**Threshold**). System shall have an IDM capability that, once a profile is posted, enables information producers to automatically disseminate a minimum of 95% of available, needed information, with no more than 15% of the information received being irrelevant/unusable (waste) (**Threshold**); and a minimum of 99% of available, needed information, with no more than 10% of the information received being irrelevant/unusable (waste) (**Objective**)?	4.2	4.2.2	YES
Filtering of Multiple Sources	IV.B.6.b. (10)	System shall have an IDM capability that provides a means to filter out superfluous information to the level of fidelity as determined by the local commander (**Threshold**)?	4.2	4.2.3.	YES
Geographic Areas	IV.B.6.b. (11)	System shall have an IDM capability that enables information producers to disseminate information to a specific geographic area and to the users who are within that area (**Threshold**)?			N/A

GIG CRD COMPLIANCE CHECKLIST					
CRD Section Heading	**CRD Para #**	**CROSSWALK ITEMS**	**ORD Sect.**	**ORD Sub-Sect #**	**YES, NO, N/A**
Commander's Dissemination Policy Generation	IV.B.6.b. (12)	System shall have an IDM capability that provides a means for assisting commanders in rapidly building effective and intuitive information dissemination policies and to automate readjustment of subordinate commands' dissemination policies with appropriate alerts to those commands that policy has changed (**Threshold**)?			N/A
Information Flow Awareness	IV.B.6.b. (13)	System shall have an IDM capability through which commanders become aware of the information flowing within their AOR to facilitate adjustments to meet operational mission requirements (**Threshold**)? System shall have an IDM capability for monitoring and tracking information flows to identify trends; for forecasting volume, content, and quality of service consistent with information and mission requirements; and for predicting the results of information control policies to optimize available resources consistent with mission priorities (**Objective**)?	4.2	4.2.13	YES
Allied Access	IV.B.6.b. (14)	System shall have an IDM capability that supports US/allied (**Threshold**)/coalition (**Objective**) accessibility to information, conforming to a commander's dissemination policy and DOD and IC security regulations?	1.5	#2	YES
Status	IV.B.6.b. (15)	System shall have an IDM capability to track and report the status of the satisfaction of information requirements from the point of information request to delivery of requested information (**Threshold**)?	4.5	4.5.4	YES
Resource Monitor	IV.B.6.b. (16)	System shall have capability to monitor and control IDM core services and distribute system status information to IDM administrators (**Threshold**)?	4.5	4.5.4	YES
Controlled Access	IV.B.6.b. (17)	System shall have an IDM capability to regulate access to information in accordance with information assurance policies and procedures, and a commander's dissemination policy, to include the ability to constrain/control the awareness of the existence of information (**Threshold**)?	4.5	4.5.4	YES
Information Description	IV.B.6.b. (18)	System shall have an IDM capability to access information from the GIG using standard metadata (**Threshold**)?	4.1	4.1.6	YES

CRD Section Heading	CRD Para #	CROSSWALK ITEMS	ORD Sect.	ORD Sub-Sect #	YES, NO, N/A
Delivery Plan	IV.B.6.b. (19)	System shall have an IDM capability to build an end-to-end delivery plan based on user information requirements, mission priorities, dissemination policy, and available transport resources (**Threshold**)? System shall have an IDM capability to dynamically adjust delivery plans based on changes to user information requirements, mission priorities, dissemination policy, and available transport resources (**Objective**)?			N/A
Information Retrieval	IV.B.6.b. (20)	System shall have an IDM capability to retrieve information of interest that has been located (**Threshold**)?	4.1	4.1.5	YES
Collection Request	IV.B.6.b. (21)	Systems shall have an IDM capability to request the collection and production of information that is required by a user but that is not already available (**Threshold**)?	4.1	4.1.2	YES
Dynamic Profiling	IV.B.6.b. (22)	System shall have an IDM capability to activate/deactivate information requirements based on external influences such as mission, role, time, location, situation, and environment (**Threshold**)?			NO
Delivery Management	IV.B.6.b. (23)	System shall have an IDM capability to assign attributes (e.g., priority, QoS) to information that will govern its dissemination and also provide a means to convey the attributes (e.g., priority, QoS, etc.) of information to the transport system (**Threshold**)? System shall have an IDM capability to assign precedence for information, which will govern its dissemination throughout the GIG, and shall ensure that the priority for an information requirement shall be carried with all the elements of information required to satisfy that information requirement, to include the ability to apply precedence to blocks of information packets for digital voice service to ensure QoS (**Threshold**)?	4.1	4.1.2	YES
Policy Management	IV.B.6.b. (24)	System shall have an IDM capability for commanders, and those delegated information flow authority within an organization, to dynamically adjust their information dissemination policies (**Threshold**)?			NO

GIG CRD COMPLIANCE CHECKLIST					
CRD Section Heading	**CRD Para #**	**CROSSWALK ITEMS**	**ORD Sect.**	**ORD Sub-Sect #**	**YES, NO, N/A**
Survival Information Dissemination	IV.B.6.b. (25)	Systems shall have an IDM capability that, utilizing a standard schema, IAW the commanders' dissemination policies and user profiles, will support the means for prioritization of information flows within a theater, using theater apportioned resources, and enable dissemination of survival information (limiting survival information to less than 12 kb) within the time frames of the matrix portrayed in Figure 5, 95% of the time (**Threshold, KPP**) and 0.5 seconds 95% of the time (**Objective, KPP**)?			NO
Correlation	IV.B.6.b. (26)	System shall have an IDM capability to minimize the delivery of redundant information as well as the capability to identify complimentary, parallel or reciprocal relationships among information elements (**Threshold**)?			N/A In DIMHRS design documentation
Notification	IV.B.6.b. (27)	System shall have IDM capabilities (**Threshold**) for notification of: • changes in policy? • changes in user information requirements? • information becoming available or changing? • changes in network status? • changes in provider and user system status? • the delivery/receipt of information? • status of IDM services? • product availability? • a conflict within the delivery plan? System shall have an IDM capability that gives the user the option of being notified when information related to his/her requirements becomes available or when changes occur; in the case of survival information, notification will be automatic (**Threshold**)?			N/A In DIMHRS design documentation

GIG CRD COMPLIANCE CHECKLIST					
CRD Section Heading	**CRD Para #**	**CROSSWALK ITEMS**	**ORD Sect.**	**ORD Sub-Sect #**	**YES, NO, N/A**
Flexibility	IV.B.6.b. (28)	System shall have IDM capabilities that can be applied from the strategic to the tactical levels without major software modifications (**Threshold**)**?**			N/A In DIMHRS design documentation
Scalability	IV.B.6.b. (29)	System shall have IDM capabilities that are scalable to meet system and operational user requirements (**Threshold**)?			N/A In DIMHRS design documentation
Directory Services	IV.B.6.b. (30)	System shall have an IDM capability that provides directory services with minimal personal intervention (**Threshold**)?			N/A In DIMHRS design documentation
CHAPTER IV: CAPABILITIES REQUIRED – INFORMATION ASSURANCE (IA) FUNCTION					
Information Integrity and Availability	IV.B.6.c. (2)	System shall be robust, survivable and capable of rapid restoration, to support IA across the GIG (**Threshold**)? System shall have an IA capability to define, control, and defend enclave boundaries (**Threshold**)? System shall have an IA capability to provide timely, reliable access to processes and data even in the event of a denial of service attack (**Threshold**)? System shall have an IA capability to ensure information and process integrity throughout the system (during storage, processing, transmission and presentation) to prevent unauthorized or unintended changes, in accordance with mission specific criteria (**Threshold**)?	5.3	5.3.8	YES
Prevent Opportunity to Attack	IV.B.6.c. (3)	System shall be developed in accordance with IA Defense in Depth standards (CJCSI 6510.01C) to prevent or at least minimize the opportunity for attack; and shall have, in the event of an attack, the IA capability to immediately define, detect and respond appropriately to anomalies/attacks/disruptions from external threats, internal threats and natural causes (**Threshold**)?	2	2.1	YES

GIG CRD COMPLIANCE CHECKLIST					
CRD Section Heading	**CRD Para #**	**CROSSWALK ITEMS**	**ORD Sect.**	**ORD Sub-Sect #**	**YES, NO, N/A**
Access Control	IV.B.6.c. (4)	System shall have an IA capability that provides adequate protection from user attempts to circumvent system access controls, accountability or procedures for the purpose of performing unauthorized system operations (**Threshold**)?	4.2 4.5 5.3	4.2.3 4.5.4 5.3.8	YES
Detection and Responses	IV.B.6.c. (5)	System shall incorporate a detection, reporting and response IA infrastructure that enables rapid detection of and reaction to anomalous events, and enables operational situation awareness and responses (**Threshold**)?	2 4.5 5.3	2.1 4.5.4 5.3.8	YES
Security Domains	IV.B.6.c. (6)	System shall have an IA capability for operating within each security domain and across any security domains while ensuring that all operations are comply with existing security requirements (**Threshold**)?			N/A In DIMHRS design documentation
Authentication/ Confidentiality/Non-repudiation	IV.B.6.c. (7)	System shall meet and maintain minimum IA Defense in Depth standards, including certification and accreditation IAW DITSCAP process (e.g., *CJCSI 6510.01C, DODI 5200.40*) (**Threshold/Objective, KPP**)? System shall utilize/interoperate with the security management infrastructure (e.g., key management and DOD public key infrastructure) (**Threshold**)? System shall provide proof of information origin and receipt as required (**Threshold**)?	7.1	7.1.4	YES
Confidentiality Services	IV.B.6.c. (8)	System shall have an IA capability that ensures information is not disclosed to unauthorized entities or processes on the network and infrastructure so as to protect against passive intercept attacks, including against unauthorized disclosure of information and traffic analysis (**Threshold**)? System shall have an IA capability to share data among users operating at different and /or multiple security levels as appropriate, and at the same time protect the data from unauthorized disclosure (**Threshold**)?	2	2.1	YES

GIG CRD COMPLIANCE CHECKLIST					
CRD Section Heading	**CRD Para #**	**CROSSWALK ITEMS**	**ORD Sect.**	**ORD Sub-Sect #**	**YES, NO, N/A**
Content-Based Encryption	IV.B.6.c. (9)	System shall have an IA capability to perform content-based encryption of information objects at the host instead of depending on the bulk encryption of the entire network in order to secure the information (**Threshold**), and this capability shall also be available for operations involving allied and coalition forces (**Objective**)?	2	2.1	YES
Interoperability	IV.C	System shall satisfy all critical IER attributes to the threshold level (**Threshold, KPP**) and satisfy all IER attributes to the objective level (**Objective, KPP**)?	4	4.3	YES

Appendix E. Glossary

Appendix E: Glossary

Part I: Abbreviations and Acronyms

ACRONYM	LONG NAME
ACAT IA	Acquisition Category IA
ACCPDS	Active Components Common Personnel Data System
ADARS	Automated Drill Attendance Report System
ADL/SCORM	Advanced Distributed Learning/Sharable Content Object Resource Model
AFCAPS	Air Force Cadet Automated Personnel System
AFPC	Air Force Personnel Center
AFRCDCS	Air Force Reserve Data Collection System
AIS	Automated Information System
AMLAS	Regional Support Command
AMS	Academic Management System
AMSAS	Authorization, Mobilization, Selection, and Assignment System
ANG	Air National Guard
APB	Acquisition Program Baseline
APC	Army Personnel Command
ARMS	Automated Records Management System (Air Force)
ARNG	Army National Guard
ARTRAMS	Army Reserve Transaction Middleware System
ASD(C3I)	Assistant Secretary of Defense (Command, Control, Communications & Intelligence)
ATM	Automated Teller Machine
BAH	Basic Allowance for Housing
BFM	Baseline Functional Matrix
BMT	Basic Military Trainee
BMTC	Basic Military Training Center
BLAS	Battalion Level Application Software
BPR	Business Process Reengineering
BTA	Business Transformation Agency
BUPERS	Bureau of Naval Personnel
C2	Command & Control
C4I	Command, Control, Communications, Computers, & Intelligence
C4IFTW	Command, Control, Communications, Computers and Intelligence for the Warrior
C4ISP	C4I Support Plan
CAIV	Cost As an Independent Variable
CAPP	Computer-Aided Process Plan
CCB	Configuration Control Board
CCE	Computer, Communications, and Electronics
CCIMS	Cadet Command Information Management System

ACRONYM	LONG NAME
CDP	Commander's Dissemination Policy
CES	Core Enterprise Services
CIO	Chief Information Officer
CJCSI	Chairman of the Joint Chiefs of Staff Instruction
CLAS	Center Level Application Software
CMA	Clothing Monetary Allowance
CMM	Capabilities Maturity Model
CND	Computer Network Defense
CNDS	Computer Network Defense service
COCOM	Combatant Commander
COE	Common Operating Environment
COLA	Cost of Living Allowance
COMNAVPERSCOM	Commander, Navy Personnel Command
COMNAVRESFOR	Commander, Naval Reserve Force
CONUS	Continental United States
COTS	Commercial-Off-The-Shelf
CRC	CONUS Replacement Center
CRD	Capstone Requirements Document
CSS	Command Support Staff
CUI	Controlled Unclassified Information
DAA	Designated Approval Authority
DADI	Defense Corporate Accounting and Disbursing Interface
DASD	Deputy Assistant Secretary of Defense
DAU	Defense Acquisition University ()
DCPDS	Defense Civilian Personnel Data System
DCPS	Defense Civilian Pay System
DD/EFT	Direct Deposit/Electronic Funds Transfer
DECC	Defense Enterprise Computer Center
DEERS	Defense Enrollment Eligibility Reporting System
DFAS	Defense Finance and Accounting Service
DIACAP	DoD Information Assurance Certification and Accreditation Process
DIMA	Drilling Individual Mobilization Augmentees
DIMHRS	Defense Integrated Military Human Resources System
DIMHRS (Pers/Pay)	DIMHRS (Personnel and Pay)
DISA	Defense Information Systems Agency
DISR	DOD IT Standards Registry
DITSCAP	DOD Information Technology Security Certification and Accreditation Process
DJMS	Defense Joint Military Pay System
DJMS-AC	Defense Joint Military Pay System – Active Component
DJMS-RC	Defense Joint Military Pay System – Reserve Component
DMDC	Defense Manpower Data Center

ACRONYM	LONG NAME
DMO	Defense MilPay Office
DMPO	Defense Military Pay Office
DMRS	Diary Message Reporting System
DO	Disbursing Office
DOD	Department of Defense
DODAF	Department of Defense Architecture Framework
DODD	Department of Defense Directive
DODI	Department of Defense Instruction
DOL	Department of Labor
DRAS	Defense Retiree Annuitant Pay System
DSB	Defense Science Board
DTS	Defense Travel System
DUC	DIMHRS Use Case
DVA	Department of Veterans Affairs
E3	Electromagnetic Environmental Effects
EAD	Extended Active Duty
ECP	Engineering Change Proposal
EDAS	Enlisted Distribution and Assignment System
EDVRs	Enlisted Distribution and Verification Reports
eJMAPS	Electronic Joint Manpower And Personnel System
EMC	Electromagnetic Compatibility
EMCON	Emission Control
EMI	Electromagnetic Interference
eMILPO	electronic Military Personnel Office
EMF	Enlisted Master File
EMP	Electromagnetic Pulse
EPADs	Enlisted Personnel Detailing and Information Documents
EPMAC	Enlisted Personnel Management Center
EPMD	Enlisted Personnel Management Directorate
EPMO	Enterprise Program Management Office
ESC	Executive Steering Committee
EW	Electronic Warfare
FB	Finance Battalion
FD	Finance Detachment
FG	Finance Group
FINCOM	Finance Command
FO	Finance Office
FOC	Full Operating Capability
FMO	Financial Management Office
FoS	Family of Systems
FP&A	Functions, Processes, and Activities
FSO	Financial Service Office
FTP	File Transfer Protocol

ACRONYM	LONG NAME
FY	Fiscal Year
FYDP	Future Years Defense Plan
GCCS	Global Command and Control System
GCCS-M	GCCS - Maritime
GCSS	Global Combat Support System
GIG	Global Information Grid
GIG ES	Global Information Grid Enterprise Services
GIG KIPs	Global Information Grid Key Interface Profiles
GOTS	Government Off-The-Shelf
GTN	Global Transportation Network
HEMP	High-altitude Electromagnetic Pulse
HGI	Human-GIG-Interaction
HHS	Health and Human Services
HR	Human Resource
HRC	Human Resources Command
HRC-STL	HRC-St. Louis
HRMS	Human Resources Management System
HSI	Human Systems Integration
HQ AFRC	Headquarters, Air Force Reserve Command
IA	Information Assurance
IBI	Internet-Based Instruction
IDA	Institute for Defense Analysis
IDM	Information Dissemination Management
IDT	Inactive Duty Training
IEEE	Institute of Electrical & Electronic Engineers
IER	Information Exchange Requirement
IM	Information Management
IMA	Individual Mobilization Augmentee
IMAPMIS	Inactive Manpower and Personnel Management Information System
IMPS	Integrated Military Personnel System
INFOSEC	Information Security
IO	Information Operations
IOC	Initial Operating Capability
IRR	Individual Ready Reserve
I-TAPDB	Integrated TAPDB
IT	Information Technology
J1	Joint Staff – Directorate for Manpower and Personnel
JAG	Judge Advocate General
JDC-II	JUMPS Data Collection System II
JDC-III	JUMPS Data Collection System III
JFMIP	Joint Financial Management Improvement Program
JIG	Joint Integration Group
JITC	Joint Interoperability Test Command

ACRONYM	LONG NAME
JLSP	Joint Logistics Support Plan
JMAO	Joint Mortuary Affairs Office
JOA	Joint Operational Architecture
JOA	Joint Operations Area
JOpsC-DP	Joint Operations Concepts Development Process
JPAV	Joint Personnel Asset Visibility
JR&IO	Joint Requirements and Integration Office
JROC	Joint Requirements Oversight Council
J-STD	Joint-Standard
JTRU	Joint Transportation Reserve Unit
JUMPS	Joint Uniform Military Pay System
JUSTIS	JUMPS Standard Terminal Input System
KIP	Key Interface Profile
KPA	Key Practice Areas
KPP	Key Performance Parameter
LCCE	Life Cycle Cost Estimate
MAC II	Mission Assurance Category II
MAJCOM	Major Command (Air Force)
MCMTOMF	**Mean Corrective Maintenance Time for Operational Mission Failures**
MCTFS	Marine Corps Total Force System
MD	Military Deception
MDA	Milestone Decision Authority
MHR	Manpower and Human Resources
MILMOD	Air Force Personnel Data System Military Modernization Project
MILPDS	Military Personnel Data System
MIM	Mission Information Management
MIPS	Marine Integrated Personnel System
MISSO	Manpower Information System Support Office
MLAS	Mobilization Level Application Software
MNS	Mission Need Statement
MOBEX	Mobilization Exercises
MODS	Medical Occupational Data System
MPF	Military Personnel Flight
MPL/MPV	Military Payroll Money List/Military Pay Voucher
MPP	Military Personnel Policy
MPT	Manpower, Personnel & Training
MS	Mobilization Station
MS B	Milestone B
MTBOMF	Mean Time Between Operational Mission Failures
NASIC	National Air and Space Intelligence Center
NARA	National Archives and Records Administration
NBC	Nuclear, Biological, and Chemical

ACRONYM	LONG NAME
NCOW-RM	Net-Centric Operations and Warfare Reference Model
NDI	Non-Developmental Item
NEO	Non-combatant Evacuation Operations
NES	Navy Enlisted System
NET	New Equipment Training
NMCI	Navy Marine Corp Intranet
NMPDS	Navy Military Personnel Data System
NOWS	New Order Writing System
NPDB	Navy Personnel Data Base
NPS	Non-Prior Service
NR-KPP	Net Ready Key Performance Parameter
NRA	Naval Reserve Activity
NRPC	Naval Reserve Personnel Command
NSIPS	Navy Standard Integrated Personnel System
NTPC	Nuclear C2 Systems Technical Performance Criteria
NTRS	Navy Training Reservation System
OCONUS	Outside Continental United States
OFFM	Office of Federal Financial Management
OLDS	On Line Diary System
OMB	Office of Management & Budget
OMF	Officer Master File
OMF	Operational Mission Failure
OPINS	Officer Personnel Information System
ORD	Operational Requirements Document
OSD	Office of the Secretary of Defense
OTAG	Office of the Adjutant General
OV	Operational View
PC	Personal Computer
PC-III	Personnel Concept III
PKI	Public Key Infrastructure
PPBS	Planning, Programming, and Budgeting Support
PS	Prior Service
PSA	Personnel Support Activity
PSD	Personnel Support Detachment
PSYOPs	Psychological Operations
PTSR	Post-Mobilization Training Support Requirements
R&R	Rest and Relaxation
RAPTRS	Remote Access Pay Transaction and Reporting System
RCCPDS	Reserve Components Common Personnel Data System
RCIS	Reserve Component Input System
RCU	Reserve Component Unit
RHS	Reserve Headquarters System

ACRONYM	LONG NAME
RLAS	Regional Level Application Software
ROTC	Reserve Officer Training Corps
RPAS	Retirement Points Accounting System
RPO	Reserve Pay Office
RRC	Regional Readiness Commands'
RSTARS (HP)	Reserve Standard Training, Administration and Readiness Support for Health Professions
SABI	Secret and Below Interoperability
SAR	Search and Rescue
SECNAV	Secretary of the Navy
SEI	Software Engineering Institute
SERE	Survival, Evasion, Resistance, and Escape
SFMOC	Senior Financial Management Oversight Council
SIDPERS-3	Standard Installation/Division Personnel System 3
SIDPERS-ARNG	Standard Installation/Division Personnel System – Army National Guard
SPP	System Performance Parameters
SSA	Social Security Administration
STANFINS	Standard Army Financial System
SV	System View
SVC	Stored Value Card
TAM	Training Assessment Module
TAPDB-AE	Total Army Personnel Database
TAPDB-R	Total Army Personnel Database – Reserve
TDLs	Tactical Data Links
TED	Threat Environment Description
TEMP	Test & Evaluation Master Plan
TFMMS	Total Force Manpower Management System
TIPS	Trainee Initial Pay System
TMEP	Theater Mortuary Evacuation Point
TMIP	Theater Medical Information Program
TOPMIS	Total Officer Personnel Management Information System
TPS	Tactical Personnel System (Army)
TPS	Training Planning System (Air Force)
TPU	Troop Program Units
TPUMS	Troop Program Unit Management System
TRANSPROC	Transition Processing
TTC/SEQ	Transaction Type Codes and Sequence
U.S.	United States
UARM	Unconventional Assisted Recovery Mechanism
UD/MIPS	Unit Diary/Marine Integrated Personnel System
UMD	Unit Manning Document
UJTL	Universal Joint Task List
UMIDS	Uniform Microcomputer Disbursing System
USA	United States Army

ACRONYM	LONG NAME
USAF	United States Air Force
USAHRC	United States Army Human Resources Command
USAR	United States Army Reserve
USC	United States Code
UCMJ	Uniform Code of Military Justice
USD (C)	Under Secretary of Defense (Comptroller)
USD(A&T)	Under Secretary of Defense (Acquisition and Technology)
USD(P&R)	Under Secretary of Defense (Personnel and Readiness)
USIGS	United States Imagery and Geo-spatial Information Service
USMC	United States Marine Corps
USN	United States Navy
USPFO	United States Property and Fiscal Office
VA	Veteran's Administration
WIPT	Working Integrated Process Team
XML	Extensible Markup Language

Part II: Terms and Definitions

Internet-Based Instruction: Internet-Based Instruction (IBI) is instruction that makes use of internet technologies and provides a platform for the integration and distribution of multimedia instructional components.

Local Field Data: Data necessary to collect and maintain at the unit commander level.

Logistics Delay Time: Logistics delay time is defined as the time between official notification to the vendor that a part or parts are required, and the delivery of the part(s) to the DOD directed distribution point.

Mean Corrective Maintenance Time for Operational Mission Failures (MCMTOMF): MCMTOMF is the average corrective maintenance time to repair operational mission failures. Corrective maintenance time is the total time spent performing corrective maintenance or software restoration, on a server, to restore the system to mission capable status after an operational mission failure has occurred. MCMTOMF includes the time for diagnostics and repair, but does not include off-site logistics delay time.

Mean Time Between Operational Mission Failures (MTBOMF): MTBOMF is measured from a system startup (initial or following a failure) and is defined as the time from startup to the most recent failure divided by the number of failures in the measurement period.

Operational Mission Failure (OMF): OMF are all unscheduled failures that impair performance of mission essential functions. Specifically, failures that prevent:

- more than 25 percent of the workstations at a site from performing mission essential functions for a period of more than one hour;

- databases from being queried or updated for a period of more than one hour;
- calculation of values by the system for a period of more than one hour;
- the system from preparing data for transmission or receiving data for a period of more than one hour.

OMF does not include scheduled backup time, scheduled maintenance time, or time lost due to the failure of shared infrastructures not under the cognizance of the DIMHRS (Pers/Pay) Program.

Queries:

Complex Query: Structured using the query tool in the selected HRMS product; can be pre-defined or ad hoc; requires calculation or summation of values/quantities; requires more than 10 complex table joins (e.g., multi-part key); contains more than 10 selection criteria.

Simple Query: Executed by end-user accessing record(s) in the on-line dialog/search box(es); uses a primary key and requires not more than 2 table joins.

Systems Accuracy: Accuracy equals {total number of transactions less application errors} divided by the total number of transactions times 100. An edit failure (vice users input error) in transmitted data that is not detected automatically and requires field level manual intervention to correct (e.g., are not corrected by an automatic procedure such as re-transmissions) will be an error.

System Availability: System availability is Up Time divided by Total Time. Up Time is defined as the time when the system is considered to be ready for use (e.g., when the system is operating, in standby, or turned off but available for use). Total time is 24 hours per day for the period being analyzed.

System Maintainability: Maintainability is the ability to restore DIMHRS (Pers/Pay) to an operational status after an operational mission failure has occurred. Maintainability is measured by the Mean Corrective Maintenance Time for Operational Mission Failures (MCMTOMF).

System Reliability: Reliability is equivalent to Mean Time Between Operational Mission Failures (MTBOMF).

Appendix F. DIMHRS (Pers/Pay) Military Personnel and Pay Functional Processes

Appendix F. DIMHRS Military Personnel and Pay Functional Processes

F.1 DIMHRS Functionality

Military Personnel and Pay Functional processes are defined by the Functions, Process, and Activity (FP&A) Report. This report is the impetus that led to the DIMHRS Business Areas and DIMHRS Use Cases (DUC) that make up DIMHRS Functionality. The following tables provide reference and cross reference points relative to the functions supported by DIMHRS.

F.1.1 DIMHRS Functionality by Core Pers/Pay

The following are the unclassified[1] military personnel and pay processes identified for functional decomposition and development to provide the functionality of DIMHRS (Pers/Pay). Detailed DIMHRS functionality, in terms of the relationship of these FP&A Processes to DIMHRS Business Areas and Use Cases, is identified in Section F.2

- F11.01 Administer Enlisted Accession Incentives
- F11.02 Process Non-Prior Service (NPS) Enlisted Accessions
- F11.03 Process Prior Service (PS) Enlisted Accessions
- F12.01 Administer Officer Accession Incentives
- F12.02 Process Non-Prior Service (NPS) Officer Accessions
- F12.03 Process Prior Service (PS) Officer Accessions
- F21.02 Manage Civilian Education Programs
- F21.04 Manage Enlisted Commissioning Programs
- F22.01 Identify Training Needs/Criteria
- F22.02 Process Request for Training
- F22.03 Manage Training Attendance/Participation
- F31.02 Maintain Manpower Requirements
- F31.03 Support Force Structure Planning
- F31.04 Manage Members on Statutory Tours

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[1] It is recognized that there may be classified activities and information associated with some of the processes listed here (such as GEOLOC). In a case where the information or activity is classified, the DIMHRS (Pers/Pay) system will not include the classified information and will ensure that the classified information cannot be deduced from the system. DIMHRS (Pers/Pay) is an unclassified system.

- F32.04 Maintain Basic Qualification Criteria for Entry into a Career Field
- F32.05 Manage Position Vacancy Bulletin Board
- F32.07 Manage Mandays
- F331.01 Perform Initial Classification of Skills
- F331.02 Perform Reclassification of Skills
- F332.02 Manage Non-Available Personnel
- F332.03 Manage Reserve Overgrade, Undergrade, Overage, and Shortage Program
- F332.04 Manage In-Theater Overage Personnel
- F333.01 Identify Assignment Needs/Criteria
- F333.02 Identify Members to Meet Assignment Needs
- F333.03 Evaluate Eligibility for Assignment
- F333.04 Make Assignment
- F333.05 Generate Assignment Orders
- F333.06 Modify (Cancel/Curtail/Extend) Assignment
- F333.07 Manage Personal Reliability Programs
- F334.01 Manage Mobilization Activities
- F334.02 Manage Demobilization Activities
- F334.03 Conduct Deployment Processing for Specified Operations
- F334.04 Track Personnel in Support of Specified Operations
- F334.05 Manage Noncombatant Evacuation Program
- F334.06 Manage Volunteers for Specified Operations
- F334.07 Manage Stop-Loss Program
- F334.08 Manage Member’s Geographic Location (GEOLOC) Information
- F41.01 Manage Casualty/Disaster Information
- F41.02 Provide Casualty Assistance
- F41.03 Manage Missing in Action/Prisoner of War (MIA/POW) Programs
- F41.04 Provide Mortuary Support
- F42.01 Promote Enlisted Personnel
- F42.02 Promote Officer Personnel
- F42.03 Reduce Service member Rank/Grade

- F42.04 Manage Federal Recognition Officer Process (NG)
- F43.01 Manage Unit/Organizational Awards
- F43.02 Manage Individual Awards/Decorations/Badges
- F44.01 Manage Enlisted Performance Evaluations
- F44.02 Manage Officer Performance Evaluations
- F44.03 Manage Sub-Standard Performers
- F45.01 Manage Enlisted Retention Program
- F45.02 Manage Reenlistments
- F45.03 Manage Enlistment Extensions
- F45.04 Manage Officer Retention Program
- F45.05 Manage Officer Continuation
- F45.06 Manage Regular Augmentation Program
- F45.07 Manage Special Category Personnel
- F51.01 Support Family Care Responsibilities
- F51.02 Manage Family Care Support
- F53.01 Manage Alcohol/Drug Abuse Control Program
- F53.02 Manage Human Relations Programs
- F6111.01 Determine Authorization for Housing Allowance
- F6111.02 Determine Authorization for Basic Allowance for Subsistence
- F6111.03 Determine Authorization for Deployed Per Diem
- F6111.04 Determine Authorization for Special Duty Assignment Pays
- F6111.05 Determine Authorization for Hazardous Duty Incentive Pays
- F6111.06 Determine Authorization for Hostile Fire Pay/Imminent Danger Pay
- F6111.07 Determine Authorization for Submarine Duty Pay
- F6111.08 Determine Authorization for Career Sea Pay
- F6111.09 Determine Authorization for Clothing Allowances
- F6111.10 Determine Authorization for Family Separation Allowance
- F6111.11 Determine Authorization for Foreign Duty Pay
- F6111.13 Authorize Other Special Pays
- F6112.01 Maintain Member-Provided Person Information
- F6112.02 Maintain Sensitive Personnel Information

- F6112.03 Administer Correction of Records
- F6112.04 Maintain Retirement Point Accounting
- F6112.05 Manage Retiree-Specific Actions
- F6112.07 Manage Reviews of a Member's Official Personnel Information
- F6114.01 Collect Information to Process Allotments
- F6114.02 Collect Information to Process Other Member-Elected Deductions
- F6114.03 Collect Information to Process Pay Garnishments
- F6114.04 Collect Information to Process Other Involuntary Deductions
- F612.01 Support Uniform Code of Military Justice (UCMJ) Actions
- F612.02 Support Non-Uniform Code of Military Justice (UCMJ) Actions
- F613.01 Support Physical Fitness Program
- F613.02 Maintain Physical Readiness Information
- F613.03 Administer Weight Control Program
- F613.04 Process Medical Review Board Actions
- F6141.01 Process Permanent Departure of Personnel
- F6141.02 Process Temporary Departure of Personnel
- F6141.03 Process Permanent Arrival of Personnel
- F6141.04 Process Temporary Arrival of Personnel
- F6141.05 Process Return from Temporary Assignment
- F6141.08 Manage Leave Processing
- F6142.01 Maintain Duty Status
- F6142.03 Process Composite Unit Actions
- F6142.04 Manage Reserve Component Participation
- F6142.05 Maintain Rosters
- F6142.06 Support Manifest Operations
- F615.01 Support Unit Readiness Program
- F615.02 Manage Emergency/Contingency Skills
- F62.01 Maintain Information on Military Pay Entitlements Based on Geographic Areas
- F62.02 Record Member's Disbursement Election Information
- F62.03 Support the Computation of Member's Actual or Projected Military Pay

- F71.01 Manage Member Discharge Programs
- F71.02 Manage Officer Resignations
- F72.01 Process Intra-Service Transfers
- F72.02 Process Inter-Service Transfers
- F72.03 Process Reserve Category Transfers
- F72.04 Transfer Reservists to and from Active Duty Status
- F72.05 Make Personnel Class Changes
- F73.01 Manage Voluntary Retirement
- F73.02 Manage Involuntary Retirement

F.1.2 Non-Core Military Personnel and Pay Functionality

The following functionality will not be included in the initial core DIMHRS (Pers/Pay) development effort. DIMHRS (Pers/Pay) will provide interfaces to existing systems that support this functionality. However, functionality that is required to shut down a targeted legacy system will be included as necessary on a Service-specific basis. Some of these functions may become core for Manpower or Training capabilities.

- F21.01 Manage Military Education Programs
- F21.02 Manage Civilian Education Programs
- F21.03 Manage Testing Programs
- F22.01 Identify Training Needs/Criteria
- F22.02 Process Request for Training
- F22.03 Manage Training Attendance/Participation
- F31.02 Maintain Manpower Requirements
- F31.03 Support Force Structure Planning

F.2 DIMHRS Business Area Description

Following are the DIMHRS Business Areas, and the Function, Process, and Activity (FP&A) Report processes and DIMHRS Use Cases (DUC) that define them.

- Business Area 1 – Hire Enlisted
  - FP&A Processes:
    - F11.01 Administer Enlisted Accession Incentives
    - F11.02 Process Non-Prior Service (NPS) Enlisted Accessions
    - F11.03 Process Prior Service (PS) Enlisted Accessions
    - F331.01 Perform Initial Classification of Skills
  - DIMHRS Use Cases:
    - DUC 1063 Document a Personnel/Pay Record for an Enlisted Member Interface
    - DUC 1064 Document a Personnel/Pay Record for a Member - Manual

- Business Area 2 – Permanent Assignments
  - FP&A Processes:
    - F22.03 Manage Training Attendance/Participation
    - F31.02 Maintain Manpower Requirements
    - F31.03 Support Force Structure Planning
    - F32.05 Manage Position Vacancy Bulletin Board
    - F32.07 Manage Mandays
    - F332.04 Manage In-Theater Overage Personnel
    - F333.01 Identify Assignment Needs/Criteria
    - F333.02 Identify Members to Meet Assignment Needs
    - F333.03 Evaluate Eligibility for Assignment

- F333.04 Make Assignment
- F333.05 Generate Assignment Orders
- F333.06 Modify (Cancel/Curtail/Extend) Assignment
- F333.07 Manage Personal Reliability Programs
- F334.01 Manage Mobilization Activities
- F334.03 Conduct Deployment Processing for Specified Operations
- F334.04 Track Personnel in Support of Specified Operations
- F334.05 Manage Noncombatant Evacuation Program
- F334.06 Manage Volunteers for Specified Operations
- F334.08 Manage Member's Geographic Location (GEOLOC) Information
- F42.01 Promote Enlisted Personnel
- F42.02 Promote Officer Personnel
- F45.07 Manage Special Category Personnel
- F6111.05 Determine Authorization for Hazardous Duty Incentive Pays
- F6111.06 Determine Authorization for Hostile Fire Pay/Imminent Danger Pay
- F6111.07 Determine Authorization for Submarine Duty Pay
- F6111.08 Determine Authorization for Career Sea Pay
- F6111.11 Determine Authorization for Hardship Duty Pays
- F6111.13 Authorize Other Special Pays
- F6112.01 Maintain Member-Provided Person Information
- F6112.04 Maintain Retirement Point Accounting

- F6141.01 Process Permanent Departure of Personnel
- F6141.02 Process Temporary Departure of Personnel
- F6141.03 Process Permanent Arrival of Personnel
- F6141.04 Process Temporary Arrival of Personnel
- F6141.05 Process Return from Temporary Assignment
- F6141.09 Support Personnel Security Programs
- F6142.03 Process Composite Unit Actions
- F6142.04 Manage Reserve Component Participation
- F6142.05 Maintain Rosters
- F6142.06 Support Manifest Operations
- F615.01 Support Unit Readiness Program
- F615.02 Manage Emergency/Contingency Skills
- F62.01 Maintain Information on Military Pay Entitlements Based on Geographic Areas

- DIMHRS Use Cases:
  - DUC 1500 Acknowledge Orders
  - DUC 1141 Advertise Personnel Requisition
  - DUC 1154 Cancel-Modify Assignment Action
  - DUC 1157 Coordinate Personnel Action Request
  - DUC 1152 Curtail Assignment
  - DUC 1505 Document a Personnel Record for a Civilian (Non-DCPDS) – Manual
  - DUC 1172 Extend Assignment Tour

- DUC 1175 Generate Modification-Rescission-Revocation Order
- DUC 1168 Generate Orders
- DUC 1165 Generate PERSTEMPO Data
- DUC 1171 Identify Unit Personnel Deployment Availability Status
- DUC 1161 Make Decision for Personnel Action Request
- DUC 1159 Make Permanent Assignment
- DUC 1156 Make Temporary Assignment
- DUC 1162 Manage Group Build Actions
- DUC 1153 Manage In-Theater Overage Personnel
- DUC 1173 Manage Manifest Actions
- DUC 1144 Manage Personnel Reliability Program
- DUC 1528 Member’s Decertification from Personnel Reliability Program
- DUC 1155 Process Arrival of Personnel
- DUC 1163 Process Departure of Personnel
- DUC 1504 Receive Government Civilian Information (Interface)
- DUC 1508 Receive Member’s Duty Participation Information (Interface)
- DUC 1142 Receive Personnel Security Information (Interface)
- DUC 1146 Receive Position Information (Interface)
- DUC 1533 Record Member's Duty Participation (Manual)

- DUC 1164 Record Member's Assignment Elections
- DUC 1145 Track Noncombatant Evacuation Operations (NEO) Evacuees
- DUC 1507 Update Member's Personnel Reliability Program Interim Certification
- DUC 1167 Update Member's Deployment Availability Status
- DUC 1143 Volunteer for Advertised Personnel Requisition

• DUC 1563	Receive Approved Travel Voucher (Interface)
• DUC 1564	Transmit Member Profile Information to Defense Travel System (DTS) (Interface)
• DUC 1565	Receive Travel Information (Interface)
• DUC 1566	Transmit Information to Defense Travel System (DTS) (Interface)
• DUC 1606	Transmit Information to Deployed Theater Accountability Software (DTAS) (Interface)

- Business Area 3 – Compensation
  - FP&A Processes:
    - F11.01 Administer Enlisted Accession Incentives
    - F11.02 Process Non-Prior Service (NPS) Enlisted Accessions
    - F11.03 Process Prior Service (PS) Enlisted Accessions
    - F12.01 Administer Officer Accession Incentives
    - F21.02 Manage Civilian Education Programs
    - F31.02 Maintain Manpower Requirements

- F332.02 Manage Non-Available Personnel
- F333.06 Modify (Cancel/Curtail/Extend) Assignment
- F41.02 Provide Casualty Assistance
- F42.01 Promote Enlisted Personnel
- F42.02 Promote Officer Personnel
- F45.01 Manage Enlisted Retention Program
- F45.02 Manage Reenlistments
- F45.03 Manage Enlistment Extensions
- F45.04 Manage Officer Retention Program
- F45.05 Manage Officer Continuation
- F45.06 Manage Regular Augmentation Program
- F45.07 Manage Special Category Personnel
- F6111.01 Determine Authorization for Housing Allowance
- F6111.02 Determine Authorization for Subsistence Allowances
- F6111.03 Determine Authorization for Deployed Per Diem
- F6111.04 Determine Authorization for Special Duty Assignment Pays
- F6111.05 Determine Authorization for Hazardous Duty Incentive Pays
- F6111.06 Determine Authorization for Hostile Fire Pay/Imminent Danger Pay
- F6111.07 Determine Authorization for Submarine Duty Pay

- F6111.08 Determine Authorization for Career Sea Pay
- F6111.09 Determine Authorization for Clothing Allowances
- F6111.10 Determine Authorization for Family Separation Allowance
- F6111.11 Determine Authorization for Hardship Duty Pays
- F6111.13 Authorize Other Special Pays
- F6112.05 Manage Retiree-Specific Actions
- F6114.01 Collect Information to Process Allotments
- F6114.02 Collect Information to Process Other Member-Elected Deductions
- F6114.03 Collect Information to Process Pay Garnishments
- F6114.04 Collect Information to Process Other Involuntary Deductions
- F612.01 Support Uniform Code of Military Justice (UCMJ) Actions
- F62.01 Maintain Information on Military Pay Entitlements Based on Geographic Areas
- F62.02 Record Member's Disbursement Election Information
- F62.03 Support the Computation of Member's Actual or Projected Military Pay
- F62.04 Maintain Payroll Disbursement History
- F71.01 Manage Member Discharge Programs
- F71.02 Manage Officer Resignations
- F73.02 Manage Involuntary Retirement

- DIMHRS Use Cases:
  - DUC 282 Compute Accrued Leave Pay Amount

- DUC 688 Compute Advance Pay Amount
- DUC 1445 Compute Armed Forces Health Professions Scholarship Program Stipend Amount
- DUC 346 Compute Armed Forces Retirement Home Deduction Amount
- DUC 1440 Compute Assignment Incentive Pay Amount
- DUC 382 Compute Aviation Career Incentive Pay Amount
- DUC 518 Compute Aviator Retention Bonus Amount
- DUC 404 Compute Basic Allowance for Housing (BAH) Type II/ Differential/Partial Amount
- DUC 417 Compute Basic Allowance For Housing (BAH) With Dependents Amount
- DUC 1450 Compute Basic Allowance For Housing (BAH) Without Dependents Amount
- DUC 812 Compute Basic Allowance for Subsistence Amount
- DUC 697 Compute Basic Allowance for Subsistence Meal Collection Deduction Amount
- DUC 347 Compute Basic Pay Amount
- DUC 361 Compute Board Certified Pay Amount for Non-Physician Health Care Providers
- DUC 622 Compute Career Enlisted Flyer Incentive Pay Amount
- DUC 367 Compute Career Sea Pay Amount
- DUC 403 Compute Career Sea Pay Premium Amount
- DUC 698 Compute Career Status Bonus Payment Amount

- DUC 519 Compute Certified Registered Nurse Anesthetists Incentive Special Pay Amount
- DUC 454 Compute Charity Drives Donation Allotment Amount
- DUC 497 Compute Chemical Munitions Pay Amount
- DUC 426 Compute Clothing Monetary Allowance (CMA) Amount
- DUC 696 Compute College First Program Stipend Amount
- DUC 717 Compute Combat Zone Tax Exclusion Amount
- DUC 1441 Compute Contract Cancellation Pay and Allowances Amount
- DUC 556 Compute Cost of Living Allowance (COLA) – Fractional Amount
- DUC 557 Compute Cost of Living Allowance (COLA) Amount
- DUC 555 Compute Cost of Living Allowance (CONUS) Amount
- DUC 658 Compute Court-Ordered Bankruptcy Amount
- DUC 819 Compute Critical Skill Retention Bonus Amount
- DUC 401 Compute Dangerous Viruses (or Bacteria) Lab Duty Pay Amount
- DUC 1454 Compute Debt Collection Amount
- DUC 699 Compute Deceased Member's Account Beneficiary Amount
- DUC 489 Compute Demolition Duty Pay Amount
- DUC 1519 Compute Dental Accession Bonus Amount
- DUC 262 Compute Dental Additional Special Pay Amount
- DUC 434 Compute Dental Board Certified Pay Amount

- DUC 528 Compute Dental Multi-Year Retention Bonus Amount
- DUC 318 Compute Dental Officer Variable Special Pay Amount
- DUC 559 Compute Designated Unit Pay Amount
- DUC 365 Compute Diplomate Pay Amount for Psychologist
- DUC 319 Compute Disability Severance Pay Amount
- DUC 441 Compute Discretionary Allotment Amount
- DUC 402 Compute Diving Duty Pay Amount
- DUC 529 Compute Engineering and Scientific Career Continuation Pay Amount
- DUC 530 Compute Enlistment Bonus Amount
- DUC 496 Compute Experimental Stress Duty Pay Amount
- DUC 545 Compute Family Separation Allowance – II (FSA-II) Amount
- DUC 694 Compute Family Separation Housing (FSH) Allowance Amount
- DUC 546 Compute Family Subsistence Supplemental Allowance Amount
- DUC 408 Compute Financial Assistance Program Grant Amount
- DUC 1446 Compute Financial Assistance Program Stipend Amount
- DUC 548 Compute Flight Deck Duty Pay Amount
- DUC 551 Compute Flying Duty Pay Amount
- DUC 552 Compute Foreign Language Proficiency Pay Amount
- DUC 553 Compute Former Captive Payment Amount

- DUC 554 Compute Funeral Honors Duty Allowance Amount
- DUC 677 Compute Hardship Duty Pay Amount
- DUC 564 Compute Health Professional Stipend Amount
- DUC 711 Compute High-Deployment Per Diem Allowance Amount
- DUC 405 Compute Hostile Fire-Imminent Danger Pay Amount
- DUC 1461 Compute Incapacitation Pay for Reservists Amount
- DUC 1444 Compute Increased Pay for Permanent Professors Amount
- DUC 713 Compute Individual Ready Reserve/Inactive National Guard Bonus Amount
- DUC 536 Compute Judge Advocate Continuation Pay Amount
- DUC 590 Compute Marine Corps Platoon Leaders Class College Tuition Assistance Program Amount
- DUC 675 Compute Marine Corps Platoon Leaders Class Subsistence Allowance Amount
- DUC 1503 Compute Maritime Visit Board Search and Seizure Duty Pay Amount
- DUC 534 Compute Medical Additional Special Pay Amount
- DUC 364 Compute Medical Board Certified Pay Amount
- DUC 535 Compute Medical Incentive Special Pay Amount
- DUC 543 Compute Medical Multi-Year Retention Bonus Amount
- DUC 366 Compute Medical Officer Variable Special Pay Amount

- DUC 709 Compute Montgomery GI Bill Additional Benefits Deduction Amount
- DUC 580 Compute Montgomery GI Bill Contribution Amount
- DUC 680 Compute Move-In Housing Allowance Amount
- DUC 644 Compute Muster Duty Allowance Amount
- DUC 391 Compute Nuclear Career Annual Incentive Bonus Amount
- DUC 538 Compute Nuclear Officer Extension Bonus Amount
- DUC 308 Compute Nuclear Program Accession Bonus Amount
- DUC 438 Compute Nurse Officer Candidate Program Accession Bonus Amount
- DUC 539 Compute Nurse Officer Candidate Program Continuation Bonus Amount
- DUC 540 Compute OCONUS Extension Pay Amount
- DUC 410 Compute Officer's Uniform Allowance Amount – Additional
- DUC 353 Compute Officer's Uniform Allowance Amount – Initial
- DUC 413 Compute Optometrist Regular Special Pay Amount
- DUC 781 Compute Optometrist Retention Special Pay Amount
- DUC 682 Compute Overseas Housing Allowance Amount
- DUC 645 Compute Parachute Duty Pay Amount
- DUC 719 Compute Personal Money Allowance (Duty Assignment) Amount
- DUC 659 Compute Personal Money Allowance (Grade) Amount

- DUC 1524 Compute Pharmacy Officer Accession Bonus Amount
- DUC 621 Compute Pharmacy Officer Special Pay Amount
- DUC 1451 Compute Recoupment Amount
- DUC 1527 Compute Registered Nurse Accession Bonus Amount
- DUC 693 Compute Reserve Affiliation Bonus Amount
- DUC 683 Compute Reserve Dental Officer Special Pay Amount
- DUC 684 Compute Reserve Medical Officer Special Pay Amount
- DUC 363 Compute Reserve Officers' Training Corps Subsistence Allowance Amount
- DUC 293 Compute Reserve Officers' Training Corps Textbook Allowance Amount
- DUC 629 Compute Responsibility Pay Amount
- DUC 630 Compute Saved Pay Amount
- DUC 541 Compute Selected Reserve Enlistment Bonus Amount
- DUC 542 Compute Selected Reserve Reenlistment Bonus Amount
- DUC 558 Compute Selective Reenlistment Bonus Amount
- DUC 400 Compute Separation Pay Amount
- DUC 589 Compute Servicemembers' Group Life Insurance Premium – Family Amount
- DUC 1418 Compute Servicemembers' Group Life Insurance Premium – Member Amount
- DUC 576 Compute Special Duty Assignment Pay Amount

- DUC 725 Compute State Sponsored Life Insurance Deduction Amount
- DUC 573 Compute Submarine Duty Pay Amount
- DUC 593 Compute Surface Warfare Officer Continuation Pay Amount
- DUC 744 Compute Temporary Lodging Allowance Amount
- DUC 1390 Compute Thrift Savings Plan Catch Up Contribution Amount
- DUC 591 Compute Thrift Savings Plan Contribution Amount
- DUC 577 Compute Toxic Fuels (or Propellants) Duty Pay Amount
- DUC 579 Compute Toxic Pesticides Duty Pay Amount
- DUC 409 Compute TRICARE Dental Deduction Amount
- DUC 501 Compute United States Savings Bonds Allotment Amount
- DUC 443 Compute Veterans Educational Assistance Program Allotment Amount
- DUC 783 Compute Veterinarian Additional Pay for Board Certification Amount
- DUC 411 Compute Veterinarian Monthly Special Pay Amount
- DUC 544 Compute Special Warfare Officer Retention Bonus Amount
- DUC 1419 Determine Eligibility for Advance Pay
- DUC 1420 Determine Eligibility for Armed Forces Health Professions Scholarship Program Stipend
- DUC 1438 Determine Eligibility for Assignment Incentive Pay
- DUC 1323 Determine Eligibility for Aviation Career Incentive Pay

- DUC 1331 Determine Eligibility for Aviator Retention Bonus
- DUC 1430 Determine Eligibility for Basic Allowance for Housing (BAH) Partial
- DUC 1431 Determine Eligibility for Basic Allowance for Housing (BAH) With Dependents
- DUC 1435 Determine Eligibility for Basic Allowance for Housing (BAH) With Dependents – Naval Aviation Cadet
- DUC 1432 Determine Eligibility for Basic Allowance for Housing (BAH) Without Dependents
- DUC 1429 Determine Eligibility for Basic Allowance for Housing Differential (BAH-DIFF)
- DUC 1433 Determine Eligibility for Basic Allowance for Housing Type II (BAH-II) With Dependents
- DUC 1434 Determine Eligibility for Basic Allowance for Housing Type II (BAH-II) Without Dependents
- DUC 1363 Determine Eligibility for Basic Allowance for Subsistence
- DUC 1402 Determine Eligibility for Basic Pay
- DUC 1403 Determine Eligibility for Basic Pay Service Essential
- DUC 1311 Determine Eligibility for Board Certified Pay for Non-Physician Health Care Providers
- DUC 1324 Determine Eligibility for Career Enlisted Flyer Incentive Pay
- DUC 1293 Determine Eligibility for Career Sea Pay
- DUC 1294 Determine Eligibility for Career Sea Pay Premium
- DUC 1332 Determine Eligibility for Career Status Bonus

- DUC 1367 Determine Eligibility for Cash Clothing Replacement Allowance
- DUC 1333 Determine Eligibility for Certified Registered Nurse Anesthetists Incentive Special Pay
- DUC 1260 Determine Eligibility for Chemical Munitions Duty Pay
- DUC 1421 Determine Eligibility for College First Program Stipend
- DUC 1365 Determine Eligibility For Combat Zone Tax Exclusion
- DUC 1439 Determine Eligibility for Contract Cancellation Pay and Allowances
- DUC 1410 Determine Eligibility for CONUS Cost of Living Allowance (CONUS COLA) Single
- DUC 1412 Determine Eligibility for CONUS Cost of Living Allowance (CONUS COLA) with Dependents
- DUC 1407 Determine Eligibility for Cost of Living Allowance (COLA) – Fractional
- DUC 1408 Determine Eligibility for Cost of Living Allowance (COLA) Single
- DUC 1409 Determine Eligibility for Cost of Living Allowance (COLA) with Dependents
- DUC 1334 Determine Eligibility for Critical Skill Retention Bonus
- DUC 1261 Determine Eligibility for Dangerous Viruses (or Bacteria) Lab Duty Pay
- DUC 1395 Determine Eligibility for Deceased Member's Account Beneficiary Payment
- DUC 1262 Determine Eligibility for Demolition Duty Pay
- DUC 1506 Determine Eligibility for Dental Accession Bonus

- DUC 1335 Determine Eligibility for Dental Additional Special Pay
- DUC 1309 Determine Eligibility for Dental Board Certified Pay
- DUC 1337 Determine Eligibility for Dental Multi-Year Retention Bonus
- DUC 1310 Determine Eligibility for Dental Officer Variable Special Pay
- DUC 1296 Determine Eligibility for Designated Unit Pay
- DUC 1312 Determine Eligibility for Diplomate Pay for Psychologist
- DUC 1396 Determine Eligibility for Disability Severance Pay
- DUC 1442 Determine Eligibility for Discretionary Allotment
- DUC 1297 Determine Eligibility for Diving Duty Pay
- DUC 1338 Determine Eligibility for Engineering and Scientific Career Continuation Pay
- DUC 1339 Determine Eligibility for Enlistment Bonus
- DUC 1263 Determine Eligibility for Experimental Stress Duty Pay
- DUC 1381 Determine Eligibility for Family Separation Allowance – II (FSA-II)
- DUC 1382 Determine Eligibility for Family Separation Housing (FSH) Allowance
- DUC 1329 Determine Eligibility for Family Subsistence Supplemental Allowance
- DUC 1422 Determine Eligibility for Financial Assistance Program Grant
- DUC 1423 Determine Eligibility for Financial Assistance Program Stipend
- DUC 1264 Determine Eligibility for Flight Deck Duty Pay

- DUC 1265 Determine Eligibility for Flying Duty Pay
- DUC 1298 Determine Eligibility for Foreign Language Proficiency Pay
- DUC 1340 Determine Eligibility for Former Captive Payment
- DUC 1299 Determine Eligibility for Funeral Honors Duty Allowance
- DUC 1300 Determine Eligibility for Hardship Duty Pay
- DUC 1424 Determine Eligibility for Health Professional Stipend
- DUC 1413 Determine Eligibility for High-Deployment Per Diem Allowance
- DUC 1301 Determine Eligibility for Hostile Fire/Imminent Danger Pay
- DUC 1509 Determine Eligibility for Incapacitation Pay for Reservists
- DUC 1414 Determine Eligibility for Increased Pay for Permanent Professors
- DUC 1342 Determine Eligibility for Individual Ready Reserve/Inactive National Guard Bonus
- DUC 1368 Determine Eligibility for Initial Civilian Clothing Allowance
- DUC 1343 Determine Eligibility for Judge Advocate Continuation Pay
- DUC 1369 Determine Eligibility for Lump Sum Civilian Clothing Allowance
- DUC 1425 Determine Eligibility for Marine Corps Platoon Leaders Class College Tuition Assistance
- DUC 1426 Determine Eligibility for Marine Corps Platoon Leaders Class Subsistence Allowance
- DUC 1501 Determine Eligibility for Maritime Visit Board Search and Seizure Duty Pay
- DUC 1344 Determine Eligibility for Medical Additional Special Pay

- DUC 1313 Determine Eligibility for Medical Board Certified Pay
- DUC 1345 Determine Eligibility for Medical Incentive Special Pay
- DUC 1346 Determine Eligibility for Medical Multi-Year Retention Bonus
- DUC 1314 Determine Eligibility for Medical Officer Variable Special Pay
- DUC 1383 Determine Eligibility for Move-In Housing Allowance
- DUC 1302 Determine Eligibility for Muster Duty Allowance
- DUC 1443 Determine Eligibility for Non-Discretionary Allotment
- DUC 1347 Determine Eligibility for Nuclear Career Accession Bonus
- DUC 1348 Determine Eligibility for Nuclear Career Annual Incentive Bonus
- DUC 1349 Determine Eligibility for Nuclear Officer Accession Bonus
- DUC 1350 Determine Eligibility for Nuclear Officer Extension Bonus
- DUC 1353 Determine Eligibility for Nurse Officer Candidate Program Accession Bonus
- DUC 1354 Determine Eligibility for Nurse Officer Candidate Program Continuation Bonus
- DUC 1355 Determine Eligibility for OCONUS Extension Pay
- DUC 1370 Determine Eligibility for Officer's Uniform Allowance – Additional
- DUC 1371 Determine Eligibility for Officer's Uniform Allowance – Initial
- DUC 1315 Determine Eligibility for Optometrist Regular Special Pay
- DUC 1316 Determine Eligibility for Optometrist Retention Special Pay

- DUC 1603 Determine Eligibility for Overseas Housing Allowance Without Dependents
- DUC 1604 Determine Eligibility for Overseas Housing Allowance With Dependents
- DUC 1266 Determine Eligibility for Parachute Duty Pay
- DUC 1415 Determine Eligibility for Personal Money Allowance
- DUC 1521 Determine Eligibility for Pharmacy Officer Accession Bonus
- DUC 1317 Determine Eligibility for Pharmacy Officer Special Pay
- DUC 1525 Determine Eligibility for Registered Nurse Accession Bonus
- DUC 1372 Determine Eligibility for Replacement Civilian Clothing Allowance
- DUC 1356 Determine Eligibility for Reserve Affiliation Bonus
- DUC 1318 Determine Eligibility for Reserve Dental Officer Special Pay
- DUC 1319 Determine Eligibility for Reserve Medical Officer Special Pay
- DUC 1427 Determine Eligibility for Reserve Officers' Training Corps Subsistence Allowance
- DUC 1428 Determine Eligibility for Reserve Officers' Training Corps Textbook Allowance
- DUC 1373 Determine Eligibility for Reserve Quarterly Maintenance Clothing Allowance
- DUC 1303 Determine Eligibility for Responsibility Pay
- DUC 1366 Determine Eligibility For Saved Pay
- DUC 1357 Determine Eligibility for Selected Reserve Enlistment Bonus

- DUC 1358 Determine Eligibility for Selected Reserve Reenlistment Bonus
- DUC 1359 Determine Eligibility for Selective Reenlistment Bonus
- DUC 1400 Determine Eligibility for Separation Pay (Full)
- DUC 1401 Determine Eligibility for Separation Pay (Half)
- DUC 1304 Determine Eligibility for Special Duty Assignment Pay
- DUC 1374 Determine Eligibility for Special Initial Clothing Allowance
- DUC 1375 Determine Eligibility for Special Initial Clothing Allowance (Partial)
- DUC 1376 Determine Eligibility for Standard Initial Clothing Allowance
- DUC 1377 Determine Eligibility for Standard Initial Clothing Allowance (Partial)
- DUC 1325 Determine Eligibility for Submarine Duty Pay
- DUC 1378 Determine Eligibility for Supplementary Clothing Allowance – Annual
- DUC 1379 Determine Eligibility for Supplementary Clothing Allowance – Initial
- DUC 1360 Determine Eligibility for Surface Warfare Officer Continuation Pay
- DUC 1380 Determine Eligibility for Temporary Duty Civilian Clothing Allowance
- DUC 1385 Determine Eligibility for Temporary Lodging Allowance
- DUC 1267 Determine Eligibility for Toxic Fuels (or Propellants) Duty Pay
- DUC 1268 Determine Eligibility for Toxic Pesticides Duty Pay

- DUC 1320 Determine Eligibility for Veterinarian Additional Special Pay for Board Certification
- DUC 1321 Determine Eligibility for Veterinarian Monthly Special Pay
- DUC 1361 Determine Eligibility for Special Warfare Officer Retention Bonus
- DUC 1465 Determine Federal Tax Withholding
- DUC 1464 Determine Local Tax Withholding
- DUC 1389 Determine Member Subject to Debt Collection
- DUC 1466 Determine State Tax Withholding
- DUC 1364 Determine Subjectivity to Meal Collection
- DUC 1362 Determine Subjectivity to Armed Forces Retirement Home Deduction
- DUC 1386 Determine Subjectivity to Court-Ordered Bankruptcy Deduction
- DUC 1388 Determine Subjectivity to Recoupment
- DUC 1305 Document a Member's Agreement
- DUC 1453 Leave and Earnings Statement (LES)
- DUC 1452 Manage Accumulators
- DUC 1462 Manual Override of Pay Type Eligibility
- DUC 1455 Pay Groups and Eligibility Groups
- DUC 1510 Process Advance Earned Income Credit Payment
- DUC 1449 Process Child or Spousal Support Garnishment
- DUC 1447 Process Commercial Debt Allotment

- DUC 1448 Process Forfeiture
- DUC 1391 Process IRS Tax Levy
- DUC 1456 Processing Elements
- DUC 1457 Proration
- DUC 1437 Receive TRICARE Dental Deduction Information (Interface)
- DUC 1458 Retroactive Processing
- DUC 1459 Rounding Rules
- DUC 1460 Segmentation
- DUC 1532 Year End Processing
- DUC 1551 Determine Eligibility for Split Pay Option

• DUC 1570	Determine Eligibility for Weapons of Mass Destruction Civil Support Team Pay
• DUC 1572	Compute Weapons of Mass Destruction Civil Support Team Pay Amount
• DUC 1580	Determine Eligibility for Polar Region Flight Operations Duty Pay
• DUC 1581	Compute Polar Region Flight Operations Duty Pay Amount
• DUC 1583	Determine Eligibility for Reserve Officers' Training Corps Uniform Commutation Allowance
• DUC 1584	Compute Reserve Officers' Training Corps Uniform Commutation Allowance Amount
• DUC 1587	Compute Reserve Officer Affiliation Bonus Amount
• DUC 1589	Determine Eligibility for Foreign Language Proficiency Bonus

• DUC 1590	Determine Eligibility for National Call to Service Bonus
• DUC 1592	Determine Eligibility for Reserve Officer Affiliation Bonus
• DUC 1593	Compute National Call to Service Bonus Amount
• DUC 1595	Compute Foreign Language Proficiency Bonus Amount
• DUC 1596	Determine Eligibility for Reserve Officer Accession Bonus
• DUC 1597	Compute Reserve Officer Accession Bonus Amount
• DUC 1608	Determine Eligibility for Combat-related Injury Rehabilitation Pay
• DUC 1609	Compute Combat-related Injury Rehabilitation Pay Amount

- Business Area 4 – Hire Officer
  - FP&A Processes:
    - F12.01 Administer Officer Accession Incentives
    - F12.02 Process Non-Prior Service (NPS) Officer Accessions
    - F12.03 Process Prior Service (PS) Officer Accessions
  - DIMHRS Use Cases:

• DUC 1598	Document a Pers/Pay Record for an Officer or Warrant Officer – Manual
• DUC 1599	Document an Officer Direct Appointment – Interface
• DUC 1600	Document a Personnel/Pay Record for a Service Academy Cadet/Midshipman – Interface
• DUC 1602	Document a Personnel/Pay Record for a Reserve Officers' Training Corps (ROTC) Cadet/Midshipman – Interface

- Business Area 5 – Termination

- FP&A Processes:
  - F334.07 Manage Stop-Loss Program
  - F6112.05 Manage Retiree-Specific Actions
  - F71.01 Manage Member Discharge Programs
  - F71.02 Manage Officer Resignations
  - F72.02 Process Inter-Service Transfers
  - F73.01 Manage Voluntary Retirement
  - F73.02 Manage Involuntary Retirement
- DIMHRS Use Cases:
  - DUC 1133 Complete Certificate Of Release Or Discharge From Active Duty
  - DUC 1134 Complete Report of Discharge/Separation and Record of Service
  - DUC 827 Document Counseling
  - DUC 936 Execute Discharge
  - DUC 937 Make Decision for Voluntary Discharge
  - DUC 928 Make Recommendation/Comment for Voluntary Discharge
  - DUC 1132 Manage Separation Status
  - DUC 938 Process Approved Discharge Action
  - DUC 930 Process Voluntary Request For Discharge
  - DUC 762 Transmit Personnel Action Notification

- Business Area 6 – Family Status Change
  - FP&A Processes:

- F45.01 Manage Enlistment Extension Program
- F45.04 Manage Officer Retention Program
- F51.01 Support Family Care Responsibilities
- F51.02 Manage Family Care Support
- F53.01 Manage Alcohol/Drug Abuse Control Program
- F53.02 Manage Human Relations Programs
- F6111.01 Determine Authorization for Housing Allowance
- F6112.01 Maintain Member-Provided Person Information
- F6112.02 Maintain Sensitive Personnel Information
- F6112.05 Manage Retiree-Specific Actions
- F6112.07 Manage Reviews of a Member's Official Personnel Information
- F6114.01 Collect Information to Process Allotments
- F6114.02 Collect Information to Process Other Member-Elected Deductions
- F613.01 Support Physical Fitness Program
- F6141.03 Process Permanent Arrival of Personnel
- F6141.06 Issue Identification Card
- F62.02 Record Member's Disbursement Election Information

- DIMHRS Use Cases:
  - DUC 1217 Determine Eligibility for Identification Card and Provide Information to DEERS

        - DUC 1191 Maintain Family Care Plan Information
        - DUC 1246 Maintain Member Benefits
        - DUC 1198 Maintain Personnel Restriction Information on a Member
        - DUC 1228 Maintain Physical Fitness Information
        - DUC 1249 Manage Member-Provided Personnel Action
        - DUC 1189 Modify Allotment
        - DUC 1242 Review and Maintain Member-Provided Personal Information
        - DUC 1190 Start Allotment
        - DUC 1552 Record Housing Availability And Assignment Information
        - DUC 1554 Notify Member

- Business Area 7 – Leave Accrual
    - FP&A Processes:
        - F6141.08 Manage Leave Processing
    - DIMHRS Use Cases:
        - DUC 1244 Accrue Leave
        - DUC 1248 Close Out Missing Member Leave Account
        - DUC 1251 Designate Personnel Authorized Special Leave Accrual
        - DUC 1240 Determine Leave Carry Over at Fiscal Year End
        - DUC 1241 Determine Leave Disposition On Completion of Active Duty
        - DUC 1229 Modify/Cancel Leave Request

        - DUC 1247 Process Leave Request
        - DUC 1222 Record Leave Taken
        - DUC 1215 Record Member’s Return from Leave
        - DUC 1238 Submit Leave Request

- Business Area 8 – Contracts
    - FP&A Processes:
        - F44.01 Manage Enlisted Performance Evaluations
        - F44.02 Manage Officer Performance Evaluations
        - F44.03 Manage Sub-Standard Performers
        - F45.01 Manage Enlisted Retention Program
        - F45.02 Manage Reenlistments
        - F45.03 Manage Enlistment Extensions
        - F45.04 Manage Officer Retention Program
        - F45.06 Manage Regular Augmentation Program
    - DIMHRS Use Cases:
        - DUC 1115 Determine Member Eligibility for Extension-Reenlistment Incentive
        - DUC 1103 Document Automatic Officer Transition
        - DUC 1109 Document Enlisted Member's Directed Extension of Enlistment
        - DUC 740 Document Performance Evaluation

- DUC 1104 Process Officer Request to Transition from Reserve to Regular Commission
- DUC 1116 Determine Member Reenlistment Eligibility
- DUC1546 Execute Reenlistment Document

• DUC 1485	Cancellation of Executed Extension of Enlistment
• DUC 1486	Execute Extension of Enlistment
• DUC 1487	Effect Extension of Enlistment

- Business Area 9 – Administer Correction of Records
  - FP&A Processes:
    - F6112.03 Administer Correction of Records
  - DIMHRS Use Cases:
    - DUC 1012 Administer Application of Correction of Military Record

- Business Area 10 – Administer Training and Plan Careers
  - FP&A Processes:
    - F21.02 Manage Civilian Education Programs
    - F21.04 Manage Enlisted Commissioning Programs
    - F22.01 Identify Training Needs/Criteria
    - F22.02 Process Request for Training
    - F22.03 Manage Training Attendance/Participation
    - F32.04 Maintain Basic Qualification Criteria for Entry into a Career Field
    - F331.02 Perform Reclassification of Skills

- DIMHRS Use Cases:
  - DUC 1271 Apply for Tuition Assistance
  - DUC 1270 Capture Civilian Acquired Skill
  - DUC 1272 Complete Course Evaluation
  - DUC 1273 Create Application for Enlisted Commissioning Program
  - DUC 1275 Document Course or Degree Completion
  - DUC 1276 Maintain Member's Career Preference
  - DUC 1274 Process Application for Enlisted Commissioning Program
  - DUC 1277 Reclassify the Member
  - DUC 1278 Support Periodic Training Requirements
  - DUC 1279 Update Training Participation Information

• DUC 1582	Receive Healthcare Professional Information (Interface)

- Business Area 11 – Transfer (Inter- and Intra- Service Transfers, Reserve Category Change, Transfer to/from Active Duty)
  - FP&A Processes:
    - F21.04 Manage Enlisted Commissioning Programs
    - F31.04 Manage Members on Statutory Tours
    - F32.05 Manage Position Vacancy Bulletin Board
    - F332.03 Manage Reserve Overgrade, Undergrade, Overage and Shortage Program
    - F333.01 Identify Assignment Needs/Criteria

        - F334.01 Manage Mobilization Activities
        - F334.02 Manage Demobilization Activities
        - F334.03 Conduct Deployment Processing for Specified Operations
        - F42.04 Manage Federal Recognition Officer Process (NG)
        - F72.01 Process Intra-Service Transfers
        - F72.02 Process Inter-Service Transfers
        - F72.03 Process Reserve Category Transfers
        - F72.04 Transfer Reservists to and from Active Duty Status
        - F72.05 Make Personnel Class Changes
    - DIMHRS Use Cases:
        - DUC 1137 Conduct Demobilization Processing
        - DUC 1136 Conduct Mobilization Processing
        - DUC 1147 Create Personnel Requisition
        - DUC 1148 Create Temporary Position
        - DUC 1149 Identify Personnel to Position Pay Grade Mismatch
        - DUC 1138 Notify Member to Report for Mobilization
        - DUC 1140 Transfer Member
        - DUC 1139 Transfer Member To/From Active Duty - Mass Update

- Business Area 12 – Administer Temporary Assignments
    - FP&A Processes:

- F22.03 Manage Training Attendance/Participation
- F31.02 Maintain Manpower Requirements
- F31.03 Support Force Structure Planning
- F32.05 Manage Position Vacancy Bulletin Board
- F32.07 Manage Mandays
- F332.04 Manage In-Theater Overage Personnel
- F333.01 Identify Assignment Needs/Criteria
- F333.02 Identify Members to Meet Assignment Needs
- F333.03 Evaluate Eligibility for Assignment
- F333.04 Make Assignment
- F333.05 Generate Assignment Orders
- F333.06 Modify (Cancel/Curtail/Extend) Assignment
- F333.07 Manage Personal Reliability Programs
- F334.01 Manage Mobilization Activities
- F334.03 Conduct Deployment Processing for Specified Operations
- F334.04 Track Personnel in Support of Specified Operations
- F334.05 Manage Noncombatant Evacuation Program
- F334.06 Manage Volunteers for Specified Operations
- F334.08 Manage Member’s Geographic Location (GEOLOC) Information

- F42.01 Promote Enlisted Personnel
- F42.02 Promote Officer Personnel
- F45.07 Manage Special Category Personnel
- F6111.05 Determine Authorization for Hazardous Duty Incentive Pays
- F6111.06 Determine Authorization for Hostile Fire Pay/Imminent Danger Pay
- F6111.07 Determine Authorization for Submarine Duty Pay
- F6111.08 Determine Authorization for Career Sea Pay
- F6111.11 Determine Authorization for Hardship Duty Pays
- F6111.13 Authorize Other Special Pays
- F6112.01 Maintain Member-Provided Person Information
- F6112.04 Maintain Retirement Point Accounting
- F6141.01 Process Permanent Departure of Personnel
- F6141.02 Process Temporary Departure of Personnel
- F6141.03 Process Permanent Arrival of Personnel
- F6141.04 Process Temporary Arrival of Personnel
- F6141.05 Process Return from Temporary Assignment
- F6141.09 Support Personnel Security Programs
- F6142.03 Process Composite Unit Actions
- F6142.04 Manage Reserve Component Participation

- F6142.05 Maintain Rosters
- F6142.06 Support Manifest Operations
- F615.01 Support Unit Readiness Program
- F615.02 Manage Emergency/Contingency Skills
- F62.01 Maintain Information on Military Pay Entitlements Based on Geographic Areas

- DIMHRS Use Cases:
  - DUC 1500 Acknowledge Orders
  - DUC 1141 Advertise Personnel Requisition
  - DUC 1154 Cancel-Modify Assignment Action
  - DUC 1157 Coordinate Personnel Action Request
  - DUC 1152 Curtail Assignment
  - DUC 1505 Document a Personnel Record for a Civilian (Non-DCPDS) - Manual
  - DUC 1172 Extend Assignment Tour
  - DUC 1175 Generate Modification-Rescission-Revocation Order
  - DUC 1168 Generate Orders
  - DUC 1165 Generate PERSTEMPO Data
  - DUC 1171 Identify Unit Personnel Deployment Availability Status
  - DUC 1161 Make Decision for Personnel Action Request
  - DUC 1159 Make Permanent Assignment

- DUC 1156 Make Temporary Assignment
- DUC 1162 Manage Group Build Actions
- DUC 1153 Manage In-Theater Overage Personnel
- DUC 1173 Manage Manifest Actions
- DUC 1144 Manage Personnel Reliability Program
- DUC 1528 Member’s Decertification from Personnel Reliability Program
- DUC 1155 Process Arrival of Personnel
- DUC 1163 Process Departure of Personnel
- DUC 1504 Receive Government Civilian Information (Interface)
- DUC 1508 Receive Member’s Duty Participation Information (Interface)
- DUC 1142 Receive Personnel Security Information (Interface)
- DUC 1146 Receive Position Information (Interface)
- DUC 1533 Record Member's Duty Participation (Manual)
- DUC 1164 Record Member’s Assignment Elections
- DUC 1145 Track Noncombatant Evacuation Operations (NEO) Evacuees
- DUC 1507 Update Member’s Personnel Reliability Program Interim Certification
- DUC 1167 Update Member's Deployment Availability Status
- DUC 1143 Volunteer for Advertised Personnel Requisition

- Business Area 13 – Change Personnel Grade (Promotion, Demotion)

- FP&A Processes:
  - F42.01 Promote Enlisted Personnel
  - F42.02 Promote Officer Personnel
  - F42.03 Reduce Service Member Rank/Grade
  - F45.05 Manage Officer Continuation
- DIMHRS Use Cases:
  - DUC 818 Execute Member's Promotion
  - DUC 898 Frock Officer/Enlisted Personnel
  - DUC 750 Record Administrative Reduction
  - DUC 1203 Record Enlisted Member's Eligibility for Promotion
  - DUC 769 Record Officer Continuation
  - DUC 731 Record Officer's Eligibility for Promotion

• DUC 1530	Receive Member's Promotion Information (Interface)

- Business Area 14 – Re-Hire Enlisted
  - FP&A Processes:
    - F11.01 Administer Enlisted Accession Incentives
    - F11.02 Process Non-Prior Service (NPS) Enlisted Accessions
    - F11.03 Process Prior Service (PS) Enlisted Accessions
    - F331.01 Perform Initial Classification of Skills
  - DIMHRS Use Cases:

        - DUC 1063 Document a Personnel/Pay Record for an Enlisted Member Interface
        - DUC 1064 Document a Personnel/Pay Record for a Member - Manual

- Business Area 15 – Re-Hire Officer
    - FP&A Processes:
        - F12.01 Administer Officer Accession Incentives
        - F12.02 Process Non-Prior Service (NPS) Officer Accessions
        - F12.03 Process Prior Service (PS) Officer Accessions
    - DIMHRS Use Cases:

- Business Area 16 – Retirement
    - FP&A Processes:
        - F334.07 Manage Stop-Loss Program
        - F6112.05 Manage Retiree-Specific Actions
        - F6112.07 Manage Reviews of a Member's Official Personnel Information
        - F6114.01 Collect Information to Process Allotments
        - F6114.02 Collect Information to Process Other Member-Elected Deductions
        - F71.01 Manage Member Discharge Programs
        - F71.02 Manage Officer Resignations
        - F73.01 Manage Voluntary Retirement
        - F73.02 Manage Involuntary Retirement
    - DIMHRS Use Cases:

        - DUC 747 Determine Eligibility for Voluntary Retirement
        - DUC 787 Execute Retirement
        - DUC 887 Make Decision for Voluntary Retirement
        - DUC 888 Make Recommendation/Comment for Voluntary Retirement
        - DUC 1125 Process a Member's Waiver Request
        - DUC 786 Process Approved Retirement Action
        - DUC 821 Process Involuntary Retirement
        - DUC 1181 Process Voluntary Retirement Application for Submission or Planning

- Business Area 17 – Duty Status Changes
    - FP&A Processes:
        - F332.02 Manage Non-Available Personnel
        - F41.03 Manage Missing in Action/Prisoner of War (MIA/POW) Programs
        - F6142.01 Maintain Duty Status
    - DIMHRS Use Cases:
        - DUC 1082 Maintain and Report Member Duty Status

- Business Area 18 – Retirement Point Accounting
    - FP&A Processes:
        - F6112.04 Maintain Retirement Point Accounting
    - DIMHRS Use Cases:

- DUC 1186 Close Out Reserve Retirement Anniversary Year
- DUC 1183 Manage Reserve Retirement Point Accounting
- DUC 1185 Record Reserve Retirement Points
- DUC 1184 Review Reserve Retirement Points

- Business Area 19 – Manage Adverse Actions
  - FP&A Processes:
    - F42.03 Reduce Service Member Rank/Grade
    - F44.03 Manage Sub-Standard Performers
    - F6112.02 Maintain Sensitive Personnel Information
    - F6114.03 Collect Information to Process Pay Garnishments
    - F6114.04 Collect Information to Process Other Involuntary Deductions
    - F612.01 Support Uniform Code of Military Justice (UCMJ) Actions
    - F612.02 Support Non-Uniform Code of Military Justice (UCMJ) Actions
    - F71.01 Manage Member Discharge Programs
  - DIMHRS Use Cases:
    - DUC 1243 Process Involuntary Discharge
    - DUC 1233 Receive Garnishment and Involuntary Pay Deduction Information (Interface)
    - DUC 1235 Record a Member's Debt Collection Information
    - DUC 1239 Record a Member's Sub-Standard Performance

- DUC 963 Record Punitive Reduction in Rank and Pay Grade
- DUC 1236 Send Garnishment and Involuntary Pay Deduction Information (Interface)
- DUC 957 Support Court-Martial Actions
- DUC 982 Support Non-Judicial Punishment (NJP) Actions

- Business Area 20 – Casualty Information Processing
  - FP&A Processes:
    - F41.01 Manage Casualty/Disaster Information
    - F41.02 Provide Casualty Assistance
    - F41.03 Manage Missing in Action/Prisoner of War (MIA/POW) Programs
    - F41.04 Provide Mortuary Support
    - F613.01 Support Physical Fitness Program
    - F613.02 Maintain Medical Physical Readiness Information
    - F613.03 Administer Weight Control Program
    - F613.04 Process Medical Review Board Actions
  - DIMHRS Use Cases:
    - DUC 1291 Administer Remedial Fitness Program
    - DUC 1280 Obtain Member Medical Information (Interface)
    - DUC 1290 Obtain Physical Disability Agency Information (Interface)
    - DUC 1295 Provide Casualty Assistance for Deceased Member

- DUC 1287 Provide Casualty Assistance For Ill Or Injured Member
- DUC 1306 Provide Casualty Assistance for Missing Person
- DUC 1282 Provide Member Information To The Physical Evaluation Board
- DUC 1284 Record Medical Review-Evaluation Board Results
- DUC 1307 Record Person Incident and Line of Duty Investigation Information

- Business Area 21 – Honors and Awards
  - FP&A Processes:
    - F43.01 Manage Unit/Organizational Awards
    - F43.02 Manage Individual Awards/Decorations/Badges
  - DIMHRS Use Cases:
    - DUC 707 Document Individual Badges
    - DUC 687 Document Unit or Organizational Award
    - DUC 691 Individual General Achievement Award
    - DUC 1511 Individual Specific Achievement Award

F.3 Non-Supported Processes

The following functions are not supported by any of the existing military personnel management, pay, manpower, or training systems, or have a significantly limited scope of current system support not warranting development in DIMHRS (Pers/Pay), Recruiting, Training, or Manpower systems. However, DIMHRS (Pers/Pay) and future Manpower and Training systems will provide interfaces to existing systems that support this functionality.

- F21.01 Manage Military Education Programs
- F21.03 Manage Testing Programs
- F31.01 Maintain Unit Information
- F32.01 Perform Strength Planning
- F32.02 Forecast Accession Targets
- F32.03 Project Training Requirements
- F32.06 Manage Active Duty Tour Requirements
- F32.08 Support Budget Planning
- F332.01 Perform Personnel Distribution Analysis
- F52.01 Support Service-Sponsored Community Programs
- F52.02 Provide MWR Programs
- F6111.12 Support Reimbursement for Adoption Expenses
- F6112.06 Process Freedom of Information Act Inquiries
- F6113 Not Used
- F6141.06 Issue Identification Card
- F6141.07 Produce ID Tags
- F6141.09 Support Personnel Security Programs
- F6141.10 Submit Travel Claim
- F6141.11 Issue Unit Controlled Cards
- F6142.02 Maintain Local Organizational Profile
- F6142.07 Support Official Surveys
- F6142.08 Manage Publications
- F6142.09 Manage Postal Support
- F62.05 Record Receipt of Pay Collections

Appendix G. Projected Military Personnel and Pay Functional Operational Architecture

Appendix G: Projected Military Personnel and Pay Functional Operational Architecture

The purpose of the information contained in this Appendix is to provide supporting architectural detail for the DIMHRS ORD as well as for Information Exchange Requirement discussed in Section 4.3 and the Key Performance Parameter requirement at Section 4.1 as required by CJCSI 6212.01C.

The Overview and Summary Information (AV-1) provides executive level summary information for quick reference to the DIMHRS Architectural Views.

The DIMHRS (Pers/Pay) Operational View 1 (OV-1) provides the high level overall operational concept or business view of the DIMHRS Program. It is a depiction of how DIMHRS will support the Human Resources requirements: Process Accessions, Develop Personnel, Manage Personnel Strength, Perform Military Personnel and Pay Administration, Sustain Personnel, Support Quality of Life, and Transition Personnel. DIMHRS (Pers/Pay) will be an enabler to support the functionality required by users at all echelons within each Service Component.

The overall DIMHRS System View 1 (SV-1) is the "to-be" system interface description. It provides a diagram of the interfaces external to DIMHRS (Pers/Pay) functionality but still required to ensure full personnel and pay functionality. It identifies legacy, current, and future external joint and combined subsystems and interfaces.[1]

The OV-3 is an operational information exchange matrix used to document the top-level joint and combined "external" Information Exchange Requirements (IERs) depicted in the SV-1. The DIMHRS OV-3 is the text description of the interfaces broken out by functional area which are mapped to the appropriate Universal Joint Task List (UJTL) identifier as required by Joint Staff directives.

Appendix G. provides a functional view of the DIMHRS (Pers/Pay) System. Decomposition of this information will provide the linkages between the functionality to be supported, the legacy systems which currently support that functionality, and the interfaces necessary to continue to support the business.

Defense Integrated Military Human Resources System (Personnel and Pay) (DIMHRS (Pers/Pay))

Overview and Summary Information (AV-1)

---

1. Identification

Name: Defense Integrated Military Human Resources System (Personnel and Pay) (DIMHRS (Pers/Pay)) Target Architecture

Architects: Chris Ireland, DIMHRS (Pers/Pay) Enterprise Program Management Office (EPMO); Joyce Grigsby, Personnel and Readiness Information Management (P&R IM)

2. Introduction

The Overview and Summary Information All View (AV-1) document provides a high-level overview of the Defense Integrated Military Human Resources System (Personnel and Pay) (DIMHRS (Pers/Pay)) architecture products. The AV-1 defines the purpose, scope, and objectives of the architecture, as well as the approach used to develop the DIMHRS (Pers/Pay) architecture. Additionally, the AV-1 addresses how the DIMHRS (Pers/Pay) architecture is fully integrated with the Human Resources Management (HRM) Enterprise Architecture (EA) and the DoD Business Enterprise Architecture (BEA). The structure and content of the DIMHRS (Pers/Pay) architecture is fully compliant with the DoD Architecture Framework (DoDAF) guidelines.

3. Purpose

The purpose of the DIMHRS (Pers/Pay) Target Architecture is to describe how the DIMHRS (Pers/Pay) system will support HRM transformation by enabling and transforming the way the Services conduct the business of managing their Human Resources (HR). The DIMHRS (Pers/Pay) program enables and transforms the HRM business by:

- Providing a fully integrated military personnel and pay system and single system of Congressional Record for all components of the Military Services of the Department of Defense (DoD)
- Providing a framework for HRM business decisions involving systems integrations, migration, information assurance, and new development
- Providing a framework for the development and enhancement of future Personnel and Pay requirements
- Serving as a basis to improve, re-engineer, and integrate Personnel and Pay best practices to implement solutions in response to emerging business needs across the HRM platform
- Aligning Information Management and Information Technology (IM/IT) support with business objectives and fostering interoperability between DIMHRS (Pers/Pay) and DoD, other Federal Agencies, and business partner systems
- Complying with the Clinger-Cohen Act, the OMB A-130 circular, dated November 2000,

and DoD architecture policy and guidance

4. Scope

The DIMHRS (Pers/Pay) architecture describes the operational and technical aspects of HRM that the DIMHRS (Pers/Pay) system supports, including the processes that support DoD personnel and family members (throughout their careers and beyond), enabling effective management of DoD personnel assets. The DIMHRS (Pers/Pay) architecture shows how the DIMHRS (Pers/Pay) system supports the full operational personnel and pay spectrum, tracking personnel through peacetime and war, through mobilization and demobilization, deployment and redeployment, in theaters of operation and at home bases – capturing and maintaining accurate and timely information. Within each of their respective government categories (i.e., uniformed Service member, government civilian, or contractor employee), the DIMHRS (Pers/Pay) system retains data for personnel in a single, comprehensive record of service that is available to authorized employees and Service members as well as senior leadership, combatant commanders, and authorized users throughout DoD and other Federal Agencies.

Additionally, the DIMHRS (Pers/Pay) architecture documents the details of system interfaces between the DIMHRS (Pers/Pay) system and all other systems with which it has planned persistent interfaces. The architecture also specifies the DIMHRS (Pers/Pay) system functionality and how it supports the HRM operational activities.

Views and Products Used: The DIMHRS (Pers/Pay) Program has developed the following architectural views, which can be found in the ORD and/or the ISP:

- AV-1 (Executive Overview and Summary)
- AV-2 (Integrated Dictionary)
- OV-1 (High-Level Operational Concept)
- OV-2 (Operational Node Connectivity Description)
- OV-3 (Operational Information Exchange Matrix)
- OV-4 (Organizational Relationships Hierarchy)
- OV-5 (Operational Activity Model – Node Tree)
- OV-5 (Operational Activity Model – IDEF0)
- OV-6c (Operational Event-Trace Description (BPMN))
- OV-7 (Logical Data Model)
- SV-1 (Systems Interface Description)
- SV-4 (Systems Functionality Diagram)
- SV-5 (Operational Activity to System Function Traceability Matrix)
- SV-6 (System Information Exchange Matrix)
- SV-11 (Physical Data Model)
- TV-1 (Technical Standards Profile)
- TV-2 (Technical Standards Forecast)

5. Rules, Criteria, and Conventions

- Subject Matter Experts will consist of : Functional and Technical experts from DOD, and Military Service Personnel and Pay Organizations
- DoD Architecture Framework Version 1.0, dated 9 February 2004

6. Tools and File Formats Used

Operational View and All View Products:

- Telelogic System Architect® (Version 10.4)
- IBM Rational® Software
- Microsoft Office 2000 Suite (Word, Excel, Access, PowerPoint)
- Microsoft Visio 2000 Using Visual Basic For Applications (VBA) Scripting

Systems View Products:

- Telelogic System Architect® (Version 10.4)
- IBM Rational® Software
- Microsoft Office 2000 Suite (Word, Excel, Access, PowerPoint)

Technical View Products:

- Telelogic System Architect® (Version 10.4)
- Microsoft Office 2000 Suite (Word, Excel, Access, PowerPoint)
- DISA hosted DoD IT Standards Registry online (DISRonline)

7. DIMHRS (Pers/Pay) Architecture Views and Product Description

The DIMHRS (Pers/Pay) architecture consists only of those DoDAF products required to support specific analytical process. Table 1 DoDAF Products shows the specific products currently under development (or planned for development).

Role of All View Products

All Views (AV) - the All Views consist of an executive summary and an integrated dictionary. The Executive Overview and Summary (AV-1) provide the global vision for the architecture and an overview of architecture from an enterprise collaborative view of all products. The Integrated Dictionary (AV-2) is a central source for definitions used in the DIMHRS (Pers/Pay) products. The Overview and Summary Information (AV-1) and the Integrated Dictionary (AV-2) are both considered essential to the DIMHRS (Pers/Pay) architecture.

Role of Operational View Products

Operational View (OV) - the Operational View products describe DIMHRS (Pers/Pay) business processes, tasks and activities, operational elements, and information exchanges and flows required to accomplish the HRM business. The OV products describe the nodes and activities of the DIMHRS (Pers/Pay) business processes as well as the information exchanges among nodes.

Role of the Systems View Products

Systems View (SV) – the Systems View products describe and graphically portray DIMHRS (Pers/Pay) systems, system interfaces, and information exchanges supporting the HRM business. The SV products provide a "To Be" perspective of the functional information requirements. The SV-1, SV-4, SV-5, SV-6, and SV-11 products will be created to provide the DIMHRS (Pers/Pay) system representation of the operational architecture.

Role of the Technical View Products

Technical View (TV) – the Technical View products describe the minimal set of rules governing the arrangement, interaction, and interdependence of DIMHRS (Pers/Pay) system parts or elements, whose purpose is to ensure that a conformant system satisfies a specified set of requirements. The TV specifies systems data format, interfaces and protocols used to build the system. The Technical Architecture describes DoD, HRM, and industry standards, as well as DoD and HRM policies and guidance.

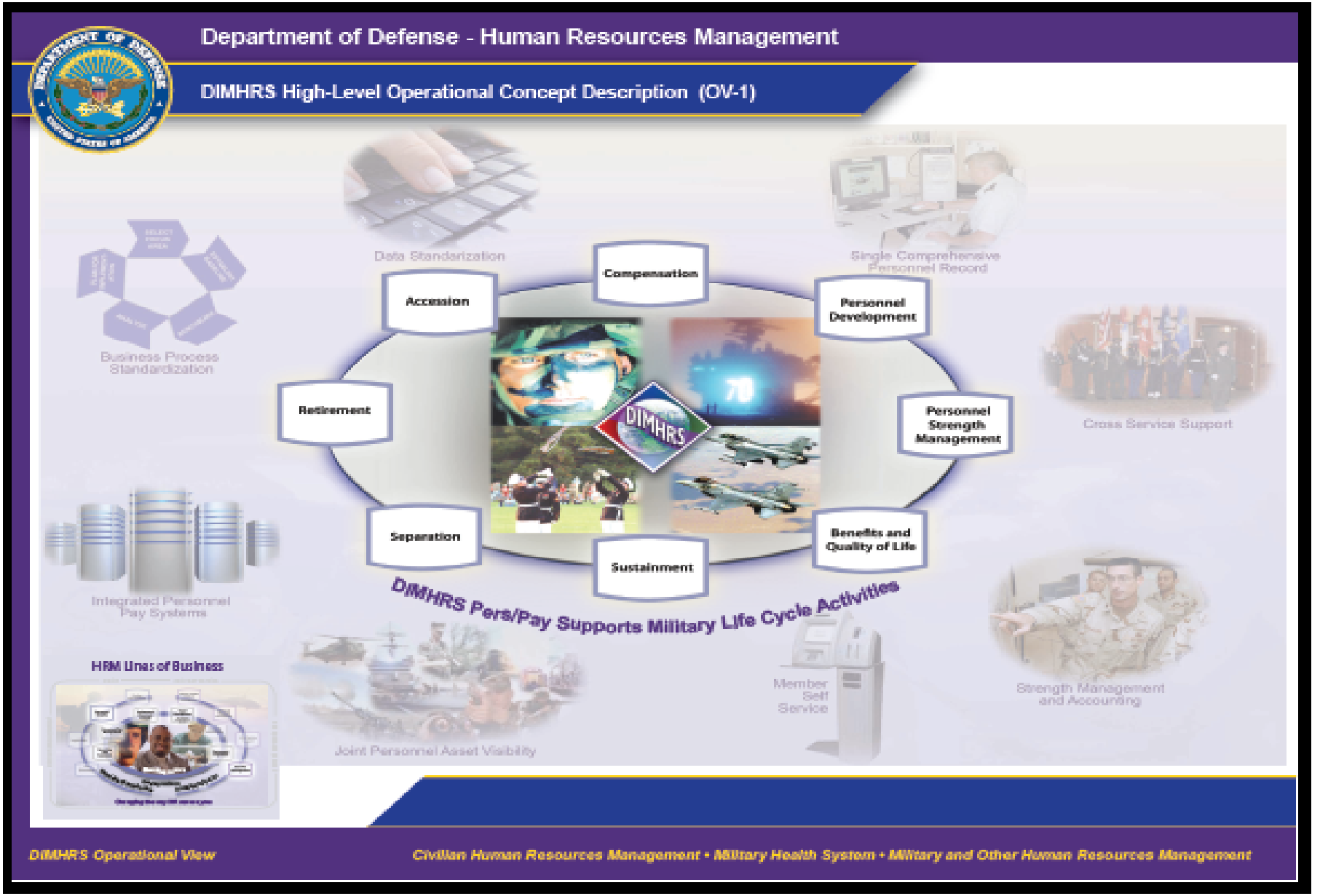
8. DIMHRS (Pers/Pay) Architecture Integration and Federation

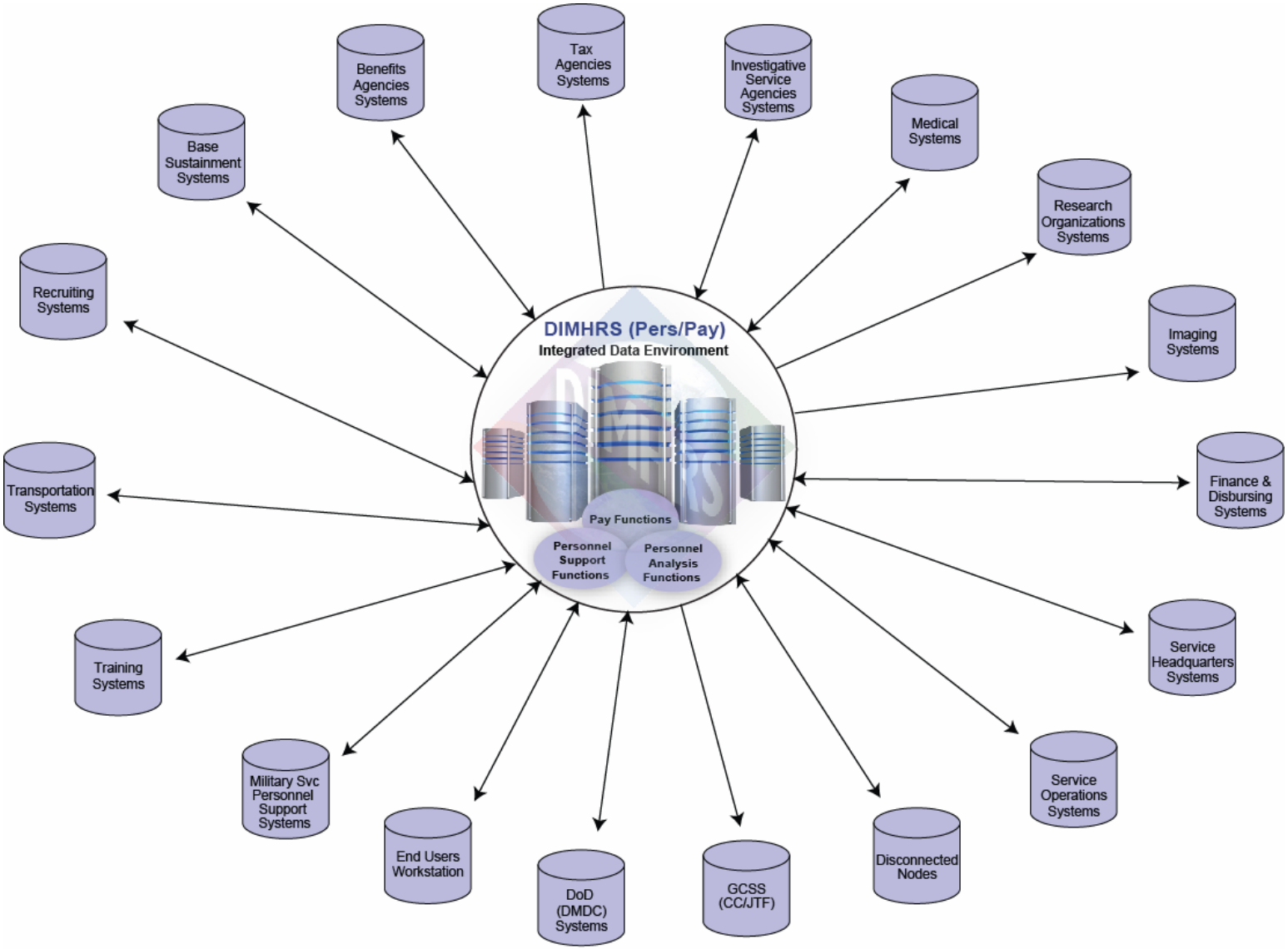
The DIMHRS (Pers/Pay) program has significant amounts of existing architectural components within HRM, the Sub-Mission Area, and the Component architectures. The DIMHRS (Pers/Pay) architecture is fully integrated into the HRM EA and must continue to be developed within the context of the HRM EA.

The HRM EA contains the entire scope of the HRM enterprise, as described in the HRM lines of business. The DIMHRS (Pers/Pay) architecture is a subset of the HRM EA that contains the architecture detail required to describe what aspects of the HRM enterprise are supported by the DIMHRS (Pers/Pay) system. The DIMHRS (Pers/Pay) architecture is both logically and physically integrated to the HRM EA, using the Telelogic System Architect tool. Since the HRM EA is fully integrated to the BEA, the DIMHRS (Pers/Pay) architecture is also a physical extension of the BEA and, therefore, fully compliant with BEA guidance.

9. Findings and Recommendations

TBD.


Department of Defense - Human Resources Management
DIMHRS High-Level Operational Concept Description (OV-1)
Data Standardization
Single Comprehensive Personnel Record
Business Process Standardization
Cross Service Support
Integrated Personnel Pay Systems
Joint Personnel Asset Visibility
Member Self Service
Strength Management and Accounting
Accession
Compensation
Personnel Development
Retirement
Personnel Strength Management
Separation
Benefits and Quality of Life
Sustainment
DIMHRS
DIMHRS Pers/Pay Supports Military Life Cycle Activities
HRM Lines of Business
DIMHRS Operational View
Civilian Human Resources Management • Military Health System • Military and Other Human Resources Management



System Interface Description (SV-1)

The DIMHRS (Pers/Pay) Operational View 3 (OV-3) is provided as an attachment to this document.

Appendix H. DIMHRS Legacy System List

Appendix H: DIMHRS Legacy System List[1]

Appendix H was originally the list of Legacy Systems identified by the Service Components and by DFAS to be replaced (subsumed) by DIMHRS. When DIMHRS came under the management of the Business Transformation Agency, these systems were included in the Enterprise Transition Plan (ETP) DIMHRS Migration Summary. The Migration Summary will be updated as Service analyses are completed.

The remainder of this Appendix is rescinded. The DIMHRS migration list within the ETP is the primary source of information on systems that will be subsumed by DIMHRS.